

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 2016 (Qld) – s 193 – certification of an agreement

Carpentaria Shire Council

AND

The Australian Workers' Union of Employees, Queensland

The Plumbers & Gasfitters Employees' Union Queensland, Union of Employees

Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland

Queensland Services, Industrial Union of Employees

(Matter No. CB/2024/46)

CARPENTARIA SHIRE COUNCIL CERTIFIED AGREEMENT 2023

Certificate of Approval

On 6 August 2024, the Commission certified the **attached** written agreement in accordance with section 193 of the *Industrial Relations Act 2016 (Qld)*:

Name of Agreement: **CARPENTARIA SHIRE COUNCIL CERTIFIED AGREEMENT 2023**

Parties to the Agreement:

- Carpentaria Shire Council
- The Australian Workers' Union of Employees, Queensland
- The Plumbers & Gasfitters Employees' Union Queensland, Union of Employees
- Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland
- Queensland Services, Industrial Union of Employees

Operative Date: 6 August 2024

Nominal Expiry Date: 1 July 2027

Previous Agreement: *Carpentaria Shire Council – Certified Agreement 2011*

**Termination Date of
Previous Agreement:** 6 August 2024

By the Commission

M. L. KNIGHT
Industrial Commissioner
6 AUGUST 2024



CARPENTARIA SHIRE

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CARPENTARIA SHIRE COUNCIL CERTIFIED AGREEMENT 2023

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Part 1 – PRELIMINARY

1.1 Title

This Agreement will be known as Carpentaria Shire Council Certified Agreement 2023 (**Agreement**).

1.2 Definitions

In this Agreement:

- (a) **Awards** means the Stream A Award, Stream B Award and Stream C Award as applicable.
- (b) **Commission** means the Queensland Industrial Relations Commission;
- (c) **IR Act** means the *Industrial Relations Act 2016* (Qld) as amended or replaced from time to time; and
- (d) **QES** means the Queensland Employment Standards as set out in Part 3 of Chapter 2 of the IR Act, as amended or replaced from time to time;
- (e) **Stream A Award** means the *Queensland Local Government Industry (Stream A) Award - State 2017*;
- (f) **Stream B Award** means the *Queensland Local Government Industry (Stream B) Award - State 2017*, as amended or replaced from time to time;
- (g) **Stream C Award** means the *Queensland Local Government Industry (Stream C) Award - State 2017*, as amended or replaced from time to time.

1.3 Purpose of the Agreement

1.3.1 The purpose of this Agreement is to recognise the importance of a viable and efficient Local Government which delivers a diverse range of services and infrastructure to facilitate the economic development and social wellbeing of the Carpentaria Region.

1.3.2 Employer objectives

- (a) To improve productivity through the attainment of a productivity culture.
- (b) To build and retain a skilled, motivated and reliable workforce.
- (c) To improve and maintain a high standard of performance and quality control.
- (d) To develop a positive workplace philosophy.
- (e) To strive for increased productivity and efficiency through the best use of available resources.
- (f) To facilitate flexible working arrangements within the Agreement.
- (g) To maintain sustainable employment levels and recognise the importance of job security.

1.3.3 Employee objectives

- (a) To be part of a team and not act as an individual.
- (b) To work smarter.
- (c) To have open and two-way communication.

1.3.4 Collective objectives

- (a) The development and maintenance of a secure, safe and enjoyable workplace for all based on an environment of risk minimisation, transparency, trust, honesty, dedication, dignity and respect.

- (b) To enhance skill and competency levels of employees so as to provide them with satisfying work and career opportunities.
- (c) To embrace the principles of Quality Assurance.
- (d) To embrace the principles of Asset Management.
- (e) To develop the co-operation of all sectors of the workforce to achieve benefits for the whole Community.
- (f) To ensure that benefits from identifiable improvements in productivity and efficiency are shared between Council and employees.

1.4 Parties bound and coverage

1.4.1 Subject to Clause 1.4.2, the parties to this agreement this Agreement are the Carpentaria Shire Council (**Council**), current and future employees of the Council for whom a classification in this Agreement applies and each of the Unions listed below:

- (a) The Australian Workers' Union of Employees, Queensland;
- (b) Queensland Services, Industrial Union of Employees;
- (c) The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland; and
- (d) Plumbers and Gasfitters Employees' Union Queensland, Union of Employees.

1.4.2 This Agreement does not apply to any employee who is a Senior Officer, as defined under the Stream A Award, and who enters into a written contract of employment with Council in accordance with Clause 4.2 of the Stream A Award.

1.5 Date of operation and review

- 1.5.1 This Agreement will commence from the date of certification by the Commission and remain in force until 1 July 2027.
- 1.5.2 The parties undertake to commence discussions for a replacement agreement six months prior to the expiry of this Agreement. In the event that the new Agreement is not finalised within the period before the expiry date, the existing Agreement will continue to operate.

1.6 Relationship to Awards

- 1.6.1 This Agreement is to be read and applied in conjunction with the terms of the Stream A Award, Stream B Award and Stream C Award.
- 1.6.2 Where there is any inconsistency between the terms of this Agreement and the terms of the Awards, the terms of this Agreement will take precedence to the extent of the inconsistency. Where this Agreement is silent, the terms of the applicable Award will apply.
- 1.6.3 This Agreement will operate to the exclusion of all previous Certified Agreements and other industrial arrangements that had previously applied to Council and its employees.

1.7 No Extra Claims

- 1.7.1 The parties to this Agreement agree that this Agreement represents a full and final settlement of all wages and conditions of employment for the life of this Agreement. During the life of this Agreement, the parties agree that they will not seek any further claim/s for any industrial matter/s relating to wages or conditions.

Part 2– CONSULTATION, COMMUNICATION AND DISPUTE RESOLUTION

2.1 Objectives load

- 2.1.1 To facilitate the implementation of this Agreement and ongoing workplace reform, effective consultation and communication are essential.
- 2.1.2 The parties are committed to a consultative process that aims to effect a change in the organisation's culture through co-operation. Management will assist and support these processes by providing resources and staff to participate where required.

2.2 Access to Agreement

A copy of this Agreement and the Awards will be available on the Council's intranet for convenient access by employees.

2.3 Consultative Committee

- 2.3.1 *Composition* - To deal with ongoing communications and consultation needs, the parties to this Agreement agree to a Consultative Committee comprising four elected union/employee representatives and four management representatives.
- 2.3.2 *Purpose* - The Consultative Committee will provide a forum for consultation to positively co-operate in the process of workplace reform to enhance the efficiency and productivity of Council and to provide employees with access to career opportunities and more fulfilling, varied and better paid work.
- 2.3.3 *Objective* - The objective of the Consultative Committee is to eliminate confrontation and the exaggeration of differences between employees and Council. Consultation and co-operation should be a byword for Council's management style.
- 2.3.4 *Mutual Trust* - The parties recognise the need to maintain mutual trust and understanding to improve relations throughout the organisation.
- 2.3.5 *Positive Consultation/Negotiation* - The parties agree that a positive approach to consultation and negotiation is essential. This will be achieved by adhering to and following the agreed consultation, negotiation and grievance processes.
- 2.3.6 *Consultative Committee Meetings* - The Consultative Committee will aim to meet every 3 months or more regularly as agreed and will conduct its operations in accordance with processes and procedures as agreed and as amended from time to time.

2.4 Facilities for consultative forums

- 2.4.1 The following facilities will be made available to the parties involved in any consultative forum set up in accordance with this agreement:
 - (a) Wherever possible meetings should occur in normal working time. When a meeting occurs outside normal working time, participants will be paid the appropriate rate of pay in accordance with this Agreement. This includes preparation for meetings, reporting back and travelling to and from attendance at meetings.
 - (b) Reasonable access to normal Council facilities such as typing, word processing, photocopying, postal system and telephone, storage facilities and meeting rooms.
 - (c) Access to a room with normal office facilities will be provided for representatives of the parties to discuss matters associated with consultative forums established under this Agreement.

2.5 Dispute Resolution – Award and Agreement Matters

- 2.5.1 The objectives of this procedure are the avoidance and resolution of any disputes over matters covered by the Awards and this Agreement by measures based on the provision of information and explanation, consultation, cooperation and negotiation.
- 2.5.2 Subject to legislation, while the dispute procedure is being followed normal work is to continue except in the case of a genuine safety issue. The status quo existing before the emergence of a dispute is to continue whilst the procedure is being followed. No party will be prejudiced as to the final settlement by the continuation of work.
- 2.5.3 In the event of any disagreement between the parties as to the interpretation or implementation of this Agreement, the following procedures will apply:
- (a) The matter is to be discussed with the employee's union representative and/or the employee/s concerned (where appropriate) and the immediate supervisor in the first instance. The discussion should take place within 24 hours and the procedure should not extend beyond 7 days;
 - (b) If the matter is not resolved as per clause 2.5.3(a), it may be referred by the union representative and/or the employee/s to the appropriate management representative who will arrange a conference of the relevant parties to discuss the matter. This process should not extend beyond 7 days.
 - (c) If the matter remains unresolved it may be referred to the employer for discussion and appropriate action. This process should not exceed 14 days.
 - (d) If the matter is not resolved, then it may be referred by either party to the Commission.
 - (e) Nothing contained in this procedure prevents unions or Council from intervening in respect of matters in dispute should such action be considered conducive to achieving resolution.

2.6 Dispute Resolution – Other than Award and Agreement Matters

- 2.6.1 The objectives of the procedure are to promote the prompt resolution of grievances by consultation, cooperation and discussion to reduce the level of disputation and to promote efficiency, effectiveness and equity in the workplace.
- 2.6.2 The following procedure applies to all industrial matters within the meaning of the IR Act:
- (a) Stage 1: In the first instance the employee must inform their immediate supervisor of the existence of the grievance and they must attempt to resolve the grievance. It is recognised that an employee may exercise the right to consult their representative during the course of Stage 1.
 - (b) Stage 2: If the grievance remains unresolved, the employee may refer the grievance to the next in line management ('the manager'). The manager will consult with the relevant parties. The employee may exercise the right to consult or be represented by their representative during the course of Stage 2.
 - (c) Stage 3: If the grievance is still unresolved, the manager will advise Senior Management/ Chief Executive Officer and the aggrieved employee may submit the matter in writing to the Senior Management/Chief Executive Officer if the employee wishes to pursue the matter further. If desired by either party the matter may also be notified to the relevant union.
- 2.6.3 Council will ensure that:
- (a) The aggrieved employee or their representative has the opportunity to present all aspects of the grievance; and
 - (b) The grievance will be investigated in a thorough, fair and impartial manner.

- 2.6.4 Council may appoint another person to investigate the grievance or dispute. Council may consult with the employee representative in appointing an investigator. The appointed person must be other than the employee's supervisor or manager.
- 2.6.5 If the matter is notified to the union, the investigator must also consult with the union during the course of the investigation. Council will advise the employee initiating the grievance, the employee's union representative and any other employee directly concerned of the determinations made as a result of the investigation of the grievance.
- 2.6.6 The procedure is to be completed in accordance with the following time frames unless the parties agree otherwise:
- (a) Stage 1: Discussions should take place between the employee and the employee's supervisor within 24 hours and the procedure will not extend beyond 7 days.
 - (b) Stage 2: Not to exceed 7 days.
 - (c) Stage 3: Not to exceed 14 days.
- 2.6.7 If the grievance or dispute is not settled the matter may be referred to the Commission by the Council, employee or the union.
- 2.6.8 Subject to legislation, while the grievance procedure is being followed normal work is to continue except in the case of a genuine safety issue. The status quo existing before the emergence of the grievance or dispute is to continue while the procedure is being followed. No party will be prejudiced as to the final settlement by the continuation of work.
- 2.6.9 Where the grievance involves allegations of sexual harassment an employee should commence the procedure at Stage 3.

2.7 Introduction of changes

2.7.1 Council's duty to notify

- (a) In accordance with s198(a) of the IR Act, prior to making a decision to introduce changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, Council must notify the employees who may be affected by the proposed changes and, where relevant, their union/s.
- (b) 'Significant effects' includes termination of employment; major changes in the composition, operation, or size of Council's workforce or in the skills required; the elimination or diminution of job opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of employees to other work or locations and the restructuring of jobs.
- (c) Where the relevant Award or this Agreement makes provision for alteration of any of the matters referred to in clauses 7.3.1(a) and 7.3.1(b), an alteration is not considered to have a significant effect.

2.7.2 Council's duty to consult over change

- (a) In accordance with s 198(a) of the IR Act prior to making a decision Council must consult the employees affected and, where relevant, their union/s about the introduction of the changes, the effects the changes are likely to have on employees, and ways to avoid or minimise the adverse effects of the changes.
- (b) If redundancies are a potential outcome of a proposed change, consultation with affected employees will include discussions regarding the potential for retraining and opportunities for redeployment to a suitable alternative role in Council within a reasonable timeframe. An affected employee may be offered an alternate role on a temporary or trial basis, especially where it is considered there is potential for a suitable ongoing role to become vacant.
- (c) In accordance with s 198(a) of the IR Act, the consultation must occur as soon as practicable prior to making the decision referred to in clause 7.3.2(a).
- (d) For the purpose of such consultation Council must provide in writing to the employees concerned and, where relevant, their union/s, all relevant information about the changes

including the nature of the changes proposed, the expected effects of the changes on employees, and any other matters likely to affect employees. Notwithstanding the provision of this clause 7.3.2(d), Council is not be required to disclose confidential information, the disclosure of which would be adverse to Council's interest or breach obligations to third parties.

Part 3– TERMS AND CONDITIONS OF EMPLOYMENT

3.1 Basis of employment

3.1.1 Part-time employees

- (a) Where the employee agrees, Council may increase a part time employee's ordinary hours in any period to take into account operational demands and requirements, without incurring penalty rates as prescribed by the Award for the additional hours worked, provided that the total number of ordinary hours worked by the part time employee in the period does not exceed the equivalent of a full time employee in the same area.
- (b) For the avoidance of doubt, a part time employee is entitled to be paid penalty rates (or have them banked as TIL at the employee's election) for additional hours that the part time employee works in a period, if the total number of additional hours worked in the period exceeds that of a full time employee. All ordinary hours will incur leave accruals on a pro-rata basis.
- (c) All other provisions relating to part time employment as prescribed by the Award shall apply.

3.2 Apprentices and Trainees

- 3.2.1 The parties recognise the importance of employing Apprentices and Trainees either directly or indirectly to ensure proper skills and development of the trade or discipline.
- 3.2.2 Trainees and Apprentices will be engaged under this Agreement, and their wage rate will be calculated in accordance with the salary scales in the *Order for Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities)*, as amended or replaced from time to time.

3.3 Position descriptions and classification reviews

- 3.3.1 Council will ensure that each position has a position description and that employees are provided with a copy of the position description for their position.
- 3.3.2 Reviews of position descriptions will be undertaken:
 - (a) if the duties and responsibilities required by Council of the position change;
 - (b) upon written request by the employee; or
 - (c) on a regular basis.
- 3.3.3 If proposed changes to the duties and responsibilities of a position constitute a significant change, Council will comply with the consultation process at clause 7.3 of this Agreement.
- 3.3.4 An employee may request a review of the classification of their position. Requests must be made in writing.
- 3.3.5 Classification review requests will be dealt with by Council in accordance with the relevant Award. The classification review process focuses on the work value of the position, not on the personal performance of the incumbent. The work value of the position includes the training, experience and skills required to perform the duties and responsibilities demanded of the position holder.
- 3.3.6 If the review results in a position being classified at a higher level, the employee will be paid at that higher classification level from the date on which the review request was submitted. Where there is evidence provided to Council, that would satisfy a reasonable person, that the employee has been undertaking the full duties and responsibilities of the higher classification level for a longer period of time, then Council will pay the higher classification level from the date such duties and responsibilities were being performed. Such back payment will be to a maximum period of 6 years prior to the date the classification review request was submitted.

Part 4 – HOURS OF WORK

4.1 Ordinary Hours

- 4.1.1 From the first full pay period on or after certification of this Agreement, the ordinary hours of work for all employees shall be in accordance with the Awards unless varied in accordance with an instrument entered into under the terms of this Agreement.
- 4.1.2 Prior to the first full pay period on or after certification of this Agreement, the standard hours of the *Carpentaria Shire Council - Certified Agreement 2011 (CA/2011/365)* will continue to apply.

4.2 Span of Ordinary Hours

- 4.2.1 Ordinary hours of work will be rostered between 6am and 6pm, Monday to Friday, except for employees engaged in the following positions/work areas:
- (a) Childcare services - the span of ordinary hours will be 6am to 7pm, Monday to Friday;
 - (b) Libraries and visitor information centres (including Barramundi Farm & Discovery Centre) and tourism services - the span of hours will be 8am to 9pm, Monday to Sunday; and
 - (c) Aerodromes, airports, caretakers, catering, cleaners, community services, garbage, sanitary and sullage services, hall keepers, hospitality, livestock and saleyards, local law enforcement and community safety services, parking station attendants, and recreation centres - the span of hours will be 5am to 10pm, Monday to Sunday.
- 4.2.2 The span of ordinary hours outlined in clause 4.2.1 may be varied for a work area by mutual agreement between Council and the employee/s affected, with any variations recorded in writing.

4.3 Flexible work arrangements

- 4.3.1 Individual employees request a flexible work arrangement from Council to work their ordinary hours at any time. All requests must be in writing.
- 4.3.2 Council will consider any such requests in accordance with the Awards, taking into account the duties and responsibilities of the position, Council's operational requirements and the reason for the employee's request, and will not unreasonably refuse a request. Any decision to refuse a request will be provided in writing to the employee with reasons.
- 4.3.3 All flexible work arrangements must be recorded in writing.
- 4.3.4 If an individual employee enters into a flexible work agreement to work their Ordinary Hours outside the span of hours set out at clause 4.2.1, the parties agree that the arrangement is being entered into to provide the benefit of flexibility to the employee, and that any penalty rates for working outside the span of hours will not apply.

4.4 Eligibility for a 9 day fortnight

- 4.4.1 Where Council makes a decision to exclude a position from the nine (9) Day Fortnight Agreement, Council shall notify and consult with the employee(s). As part of the notification to exclude a position, Council shall outline in writing the reasons why working other than the 9 day fortnight is necessary for

the efficient operation of the Council's business. Employees may lodge a dispute under Clause 2.5 of this Agreement.

4.5 Flexible Working Hours

- 4.5.1 Employees, with prior management approval may elect to work their ordinary hours anytime within the established core business hours.

4.6 Rostered Days Off (RDOs)

- 4.6.1 Employees who work a 9 day fortnight will accrue a RDO each fortnight.
- 4.6.2 RDOs will usually be rostered each fortnight. The Manager or Director of the work area is responsible for the implementation of the RDO roster.
- 4.6.3 RDOs will usually be rostered on a Monday or Friday. However, if the Manager or Director of the work area forms the view that rostering RDOs on a Monday or Friday will be prejudicial to the efficient operation of Council business, the RDO may be rostered on another day. In these circumstances, the Manager or Director will consult with the affected employees about the alternative day for the RDO to be taken with a view to reaching agreement. Employees will not unreasonably withhold agreement about an alternative day. If agreement cannot be reached, the parties will follow the disputes process at clause 2.5, commencing at Stage 3.
- 4.6.4 Employees can request a change to when a RDO is rostered for, with any changes subject to Council approval taking into consideration the maintenance of customer service levels and job progress.
- 4.6.5 Where the usual day that a RDO is rostered falls on a public holiday, the Manager or Director of the work area will instead roster the RDO either before or after the public holiday, following consultation with affected employees.
- 4.6.6 During fortnights in which annual or personal leave is taken, employees are entitled to take their RDO off on the day it would usually be rostered for with no reduction of the employee's accrued leave balance for that day. For periods of personal leave, the employee is required to provide reasonable evidence in accordance with clause 6.2.3.
- 4.6.7 Council may reasonably direct that an employee work on a RDO for operational reasons, including because of staff shortages caused by extended leave or because of peak work demands. Other than emergency situations, the employee must be given at least one (1) weeks' notice of a direction to work an RDO.
- 4.6.8 Subject to operational needs, the employee or their supervisor may request that the employee work on their RDO. Unless otherwise agreed in writing, two (2) days' notice of a request to work on a RDO should be given. Agreement to such requests will not be unreasonably withheld.
- 4.6.9 If an employee works on their RDO pursuant to clauses 4.6.7 or 4.6.8, they will bank the RDO.
- 4.6.10 RDOs may be banked up to a maximum of five (5) RDOs.
- 4.6.11 Banked RDOs should be taken as soon as operationally possible, and should be taken within six (6) months of being banked. Banked RDOs must be taken before an employee can take annual or long service leave.
- 4.6.12 Banked RDOs which cannot be taken within six (6) months will be paid out.
- 4.6.13 Upon termination of employment, Council will pay out any banked RDOs.
- 4.6.14 RDOs will be paid at the loaded rate for the number of Ordinary Hours usually worked by that employee on a working day.

4.7 Breaks

- 4.7.1 Where practical every employee shall be entitled to a rest pause of 15 minutes' duration in the Employer's time in the first and second half of the working day. Such rest pauses shall be taken at such times as will not interfere with continuity of work where continuity is necessary:
- 4.7.2 The Employer may determine that the rest pauses may be combined into one 30 minute rest pause, to be taken in the first part of the ordinary working day, with such 30 minute rest pause and the meal

break arranged in such a way that the ordinary working day is broken up into 3 approximately equal working periods.

4.7.3 Lunch breaks will be no less than 30 minutes.

4.8 Time In Lieu of overtime (TIL)

- (a) Hours worked in excess of the employee's ordinary hours, can be banked as TIL with exception to extra time worked for accrual of an RDO. Management may approve the payment of overtime in place of TIL.
- (b) Hours worked inside the core business hours will be banked hour for hour.
- (c) Hours worked outside of core business hours will be banked at the relevant penalty rate.
- (d) When required by Management additional hours worked will be banked as TIL at penalty rates.
- (e) A minimum of thirty (30) minutes must be worked before time is banked. Following the initial thirty (30) minutes, TIL will be banked in fifteen (15) minute increments.
- (f) TIL taken will be paid as ordinary time at the employee's ordinary rate. Any allowances applying to ordinary time will apply to TIL taken.
- (g) A maximum TIL balance of ten (10) days is permitted at any time by 10/4 workers not participating in RDOs. A maximum TIL balance of two (2) days TIL is permitted at any time for all other employees.
- (h) Additional TIL may be banked above 2 days on a case by case basis, with the approval of the relevant Manager.
- (i) Management approval is required before any overtime/TIL is worked.
- (j) Unused TIL will be paid out each year on the last pay period prior to the start of the 10/4 roster.

4.9 Fatigue Break

- 4.9.1 An employee who is directed to work so much overtime between the termination of their ordinary hours on one day and the commencement of ordinary hours on the next day so that 10 consecutive hours off duty has not occurred will be released after completion of such overtime until 10 consecutive hours off duty occurs without loss of pay for ordinary hours working time occurring during such absence.
- 4.9.2 If an employee is directed by Council to resume or continue their ordinary hours of work without having had 10 consecutive hours off duty, the employee will be paid double rates until released from duty and is then entitled to be absent until 10 consecutive hours off duty has occurred without loss of pay for ordinary hours working time occurring during such absence.
- 4.9.3 Where an employee is in receipt of on call allowance, and is called out for one (1) call out of less than 2 hours from the time leaving home to the time returning home within a 24 hour period, this call out shall not be regarded as overtime for the purposes of this fatigue break clause.

4.10 Travelling time for meetings/conferences/training

- 4.10.1 An employee has no automatic right to paid travel time. Travel time must be approved prior to commencement of travel and must be incurred in accordance with Council policy.
- 4.10.2 All approved travel time spent travelling to official meetings, training and/or conferences, or to conduct work on behalf of Council:
 - (a) during the employee's ordinary hours during the span of hours at clause 4.2 will be paid for at the ordinary rate; and
 - (b) outside of the employee's ordinary hours or outside the span of hours will be treated as TOIL accrued at the rate of one hour per hour travelled.

Part 5 – WAGES AND ALLOWANCES

5.1 Payment

- 5.1.1 All wages and allowances will be paid fortnightly every second Thursday by Council by electronic transfer into an account of a bank, building society or credit union or other financial institution nominated by the employee.
- 5.1.2 The closing day for the pay period will be Tuesday to enable accurate completion of timesheets.
- 5.1.3 Council will withhold taxation as required by Australian Taxation Law.

5.2 Ordinary wage rates and increases

- 5.2.1 Council will pay employees covered by this Agreement the ordinary wage rates as set out in Schedule 1.
- 5.2.2 Council will backpay employees, employed at the date of certification of this Agreement, an amount calculated at the employee's applicable hourly rate in Schedule 1 based on the hours worked in accordance with the *Carpentaria Shire Council - Certified Agreement 2011 (CA/2011/365)* from 1 July 2023 until the day immediately prior to the first full pay period commencing on or after certification of this Agreement. The back payment will be paid in the first full pay period commencing on or after certification.
- 5.2.3 Council will make a sign on bonus payment of \$500 to each employee employed at the date of certification of this Agreement. The payment will be made in the first full pay period commencing on or after certification.
- 5.2.4 The minimum ordinary wage rates for employees will be increased during the term of this Agreement as follows and as set out Schedule 1:

Effective Date	Percentage Increase
First full pay period commencing on or after certification of this Agreement.	4%
First full pay period commencing on or after 1 July 2024.	3%
First full pay period commencing on or after 1 July 2025.	3%
First full pay period commencing on or after 1 July 2026.	3%

- 5.2.5 Any State Wage Case increases awarded during the term of this Agreement will be absorbed into the above increases.

5.3 Superannuation

- 5.3.1 Superannuation contributions will be made to a complying fund of the employee's choice at a rate which satisfies the minimum amount that the Council must contribute in accordance with the *Superannuation Guarantee (Administration) Act 1992 (Cth)*, the *Local Government Act 2009* and *Local Government Regulations 2012*.
- 5.3.2 Where an employee does not choose a fund, superannuation payments will be made by Council to Local Government Super as the default fund.
- 5.3.3 Employees may choose to salary sacrifice additional superannuation contributions provided that any external costs incurred are the responsibility of the employee.

5.4 Salary Sacrificing

- 5.4.1 Council will cooperate and facilitate any employee undertaking salary sacrificing so long as all arrangements are lawful arrangements in accordance with Australian Taxation Law.
- 5.4.2 Salary sacrificing arrangements must be on a cost neutral basis to Council, and employees are encouraged to obtain their own financial advice regarding the impact of any salary sacrificing arrangements on their individual circumstances.

5.5 Higher duties

- 5.5.1 *Outdoor Employees Short Daily Appointments to Higher Duties* - Outdoor employees where required by Council to cover absences in excess of 4 hours will be paid for the time performing the higher duties.
- 5.5.2 *Other Employees More than 5 Days' Appointment* - Other employees formally appointed to higher duties for a period of more than 5 working days, will be paid at the entry level ordinary rate of pay for the classification.
- 5.5.3 Where an employee is performing some higher duties, but not the full range of higher duties, the Chief Executive Officer may approve a pro-rata Higher Duties Allowance which reflects the work being undertaken.

5.6 Secondment to Project Work

- 5.6.1 Where an employee is to be seconded from their normal role to a special project (including stabilising crew) and in doing so would be financially disadvantaged, the Chief Executive Officer may approve an additional payment up to the lost salary/allowances the employee would lose during the period of secondment. To avoid any doubt, no additional payment is available where the special project work comprises an employee's usual duties.

For example - if an employee normally is based in town, no additional payment is available for a secondment to the stabilising crew. However, where an employee is brought in from a camp (where they receive the camping out allowance) to work on the stabilising crew because of their skills and experience, the employee may be approved to receive the additional payment.

5.7 On-call allowance

- 5.7.1 Where an employee is directed by Council to remain on call between Monday to Saturday, inclusive, during any day or night outside their ordinary hours will be paid \$40 for each day and/or night during which the employee remains on call.
- 5.7.2 Where an employee is directed to remain on call on any Sunday or public holiday, the employee will be paid for such Sunday or public holiday a sum equal to their pay for a ordinary hours working day, subject to the following conditions:
 - (a) if the employee, whilst on call, is required to perform any work for which rates of pay are fixed by this clause, the employee will be paid for the time they worked, at the relevant overtime rate. The on-call payment will then be reduced by an amount bearing the same proportion to such sum as the time worked at overtime rates bears (i.e. if the employee works 3 hours overtime, the on-call payment will be reduced by the equivalent of 3 hours' pay calculated at the employee's ordinary rate); and
 - (b) if the time worked by the employee at the overtime rate is more than their ordinary hours working rate, then the employee is entitled to receive payment for the time worked beyond that at the applicable overtime rate without any further reduction of the on-call payment.
- 5.7.3 An employee on call will remain contactable, and in mobile telephone range, and will carry and respond to the nominated after hours telephone, and be available and fit for immediate duty whilst on-call..
- 5.7.4 Subject to clause 5.7.5, employees on call who are called out to work outside their ordinary hours will be entitled to payment at the applicable overtime rate for such work from the time of leaving home until they return home from such work, with a minimum payment of three (3) hours, subject to the

condition that an employee is only entitled to a minimum payment for one callout per day. Any other callouts during that day will be paid at the applicable overtime rate for actual time worked.

- 5.7.5 If an employee is called upon to perform work remotely or from home (i.e. by phone, computer, or any other means), all work performed remotely will be paid at overtime rates from the time the employee commences the remote work until such time as the employee finishes the work, with a minimum payment of one (1) hour, subject to the condition that an employee is only entitled to a minimum payment for one remote work callout per day.
- 5.7.6 An employee shall not be considered to be on call due solely to a customary arrangement whereby the employee returns to the Council's premises outside ordinary hours to perform a specific job.
- 5.7.7 The on-call allowance is not subject to any further percentage increases during the life of this Agreement.

5.8 Other allowances

5.8.1 General

- (a) Depending on their work, employees may be entitled to the allowances set out in this Agreement.
- (b) Except as provided for in this Agreement, all allowance amounts will be increased in accordance with the wage percentage increases set out clause 5.2.4 of this Agreement.

5.8.2 Annualised allowance payment

- (a) *Outdoor employees and cleaners will be paid an allowance of \$12.86 per week in lieu of individual payment for the under mentioned allowances as provided in the Stream B and Stream C Award.*
- i. Dead animal removal;*
 - ii. Truck crane or straddle unloader;*
 - iii. Towing caravans;*
 - iv. Toilet cleaning; and*
 - v. Poison Sprays.*

5.8.3 Locality allowance

- (a) All employees are entitled to be paid a fortnightly locality allowance.
- (b) The applicable rate of the locality allowance is set out at Division 2 - Section 1 - Schedule 2 of the Stream A Award, depending on the location at which the employee is based for work. For clarity, all Council employees covered by this Agreement will be paid the locality allowance, not just employees covered by the Stream A Award.
- (c) This locality allowance replaces all other Locality/Divisional/District Allowances in the Awards.

5.8.4 Camp allowance

- (a) All employees required to camp in Council provided accommodation, whether on 10/4 roster, other roster as determined by Council, or workshop staff repairing equipment, will be paid a camp allowance at \$60 a day.
- (b) The camp allowance is not subject to any further percentage increases during the life of this Agreement.

5.8.5 Excessive dead animal removal allowance

- (a) Employees, engaged as Town Crew members or Local Laws Officers, will be entitled to claim an allowance of \$25.00 per week where they are required to remove and dispose of dead animals whilst undertaking their duties in Karumba.
- (b) The excessive dead animal removal allowance is not subject to any further percentage increase during the life of the Agreement.

5.8.6 Rough camp allowance

- (a) Council acknowledges that in some circumstances it is not practical to provide accommodation to the standard as listed the Awards. In these circumstances employees may wish to camp out in 'rough camp' circumstances using swag and/or other personal bedding. Council will supply water and refrigeration and will pay an allowance of \$120 per night. Participating in rough camp conditions will be voluntary.
- (b) The rough camp allowance is not subject to any further percentage increases during the life of this Agreement.

5.8.7 First aid allowance

An employee who is designated as a first aid officer by Council will be entitled to a first aid allowance of \$35 per week. The first aid allowance is not subject to any further percentage increases during the life of this Agreement.

5.8.8 Burial allowances

- (a) An employee digging a grave will be paid \$100 allowance for such work. An employee interring a body will be paid \$100 allowance for such work.
- (b) An employee both digging a grave and interring a body will be paid \$200 for such work.
- (c) Only one employee will be paid the allowance to perform this work unless exceptional circumstances require two.
- (d) These burial allowances are paid instead of the cemetery operations allowances at clause 13.3 of Stream B Award.
- (e) These burial allowances are not subject to any further percentage increases during the life of this Agreement.

5.8.9 Body transfer allowance

- (a) Employees required to transfer a body will be paid \$150 per transfer.
- (b) Where more than one employee performs this work the allowance is payable to each employee so engaged.
- (c) For the purposes of this clause, **Body Transfer** means transferring a body when it is required to physically move a deceased person whilst not in a sealed coffin.
- (d) The body transfer allowance is not subject to any further percentage increases during the life of this Agreement.

5.8.10 Undertakers Allowance

- (a) Where an employee is required to perform an undertaking service during ordinary hours, the employee will be paid an undertakers allowance of \$100 for each service.
- (b) Where an employee is required to perform an undertaking service outside of ordinary hours, the employee will be paid in accordance with the overtime provisions set out in this Agreement. Where this is the case, the employee will not be paid an undertakers allowance.
- (c) Where part of the undertaking service is undertaken during ordinary hours and part is undertaken outside of ordinary hours, the employee will be paid the higher of the

undertakers allowance or the overtime value of the work undertaken outside ordinary hours.

- (d) This undertakers allowance is not be payable where the primary role of the employee is to perform undertaking services.
- (e) This undertakers allowance is not subject to any further percentage increases during the life of this Agreement.

5.8.11 *Dirty work allowance*

- (a) Workshop employees who are required to perform any work at a refuse station or sewage plant will be paid a disability allowance loading of 50% of their ordinary rate for all time spent working at either site.
- (b) Workshop employees who are required to perform work on any plant and machinery from or associated with refuse stations or sewage plants that has not been completely cleaned and sanitised will be paid a disability allowance loading of 50% of their ordinary rate for all time engaged on that job.

5.8.12 *Live sewer allowance*

- (a) This allowance does not apply to water and wastewater operators whilst physically working at a sewerage treatment plant.
- (b) Employees required to work under conditions where they are exposed to effluents from sewers, septic tanks or drains of any kind (including public toilet cleaners) or officers are required to enter sewerage, wet wells, live sewers and septic tanks, such employees will be paid for all time worked under such conditions at double the ordinary base rate of pay. Where live sewer allowance is applicable during overtime, the employee will be paid their ordinary base rate on top of the applicable overtime rate being paid, for all time worked under such conditions. .
- (c) For the purposes of this clause '*exposed to effluents from sewers, septic tanks or drains*' includes where an employee, in the course of their duties, comes into contact with the effluents, or where the employee has to work in places where such effluents has been, or where the employee by virtue of working in sewers, septic tanks or drains of any kind encounters foul or offensive odours or fumes.
- (d) This allowance is in substitution of all Live Sewer Work and Toilet Cleaning allowances in the Awards.

5.8.13 *Working in the rain allowance*

- (a) Employees, including sanitary workers, are entitled to a working in the rain allowance in accordance with the relevant Award.

5.8.14 *Multiskilling allowance*

- (a) Employees holding three (3) or more licenses/statements of attainment to operate plant equipment (one of which may be traffic controller accreditation) in use by the Council, and a minimum class HR driver's license will be paid a multiskilling allowance of \$15 per week. Chainsaw tickets will not be counted towards eligibility for the multiskilling allowance.
- (b) The aim of this clause is to encourage permanent employees to learn new skills (also to recognise the existing skills) and create a multi-skilled workforce capable of working in several fields, as required. Although conditions for this multiskilling allowance are structured around the Engineering Department, similar conditions for this allowance can be moulded for other departments and work areas in local agreements. These skills and qualifications are required to be related to the employee's role and a direct benefit to Council. These matters will be discussed at the Joint Consultative Committee and must be approved by the Chief Executive Officer and recorded in writing.

- (c) Employees must submit a completed Multiskilling Allowance Application Form, including copies of current licences/statements of attainment for approval by Council before this multiskilling allowance will be paid.
- (d) The employee must be required, willing, and able to perform these duties and / or operate the respective plant to a satisfactory level of efficiency.
- (e) This multiskilling allowance is not subject to any further percentage increases during the life of this Agreement.

Part 6– LEAVE

6.1 Annual leave

6.1.1 Entitlement to annual leave

- (a) Annual leave will accrue at the rate of six (6) weeks per annum, based on the employee's ordinary hours. The six weeks' annual leave includes provision for all employees to take paid leave over the Christmas closedown.
- (b) Annual Leave is to be taken at a time that is agreeable between the employee and Council, other than during the Christmas closedown when annual leave must be taken.

6.1.2 Payment for annual leave

- (a) Annual leave will be paid at the ordinary rate.
- (b) Leave loading of 17.5% calculated on the ordinary rate will also be paid for the full 6 weeks' annual leave.

6.1.3 Excessive annual leave

- (a) An employee has an excessive annual leave accrual if the employee has accrued, but not taken, more than twelve (12) weeks paid annual leave.
- (b) As first step, if an employee has an excessive annual leave accrual, Council and the employee will try to reach an agreement on how to reduce or eliminate the excessive leave accrual. Neither Council or the employee will withhold agreement unreasonably.
- (c) If Council has tried to reach agreement with the employee but agreement is not reached, the Council may direct the employee in writing to take one or more periods of paid annual leave.
- (d) A direction to take annual leave:
 - (i) must be in writing;
 - (ii) must not require the employee to take any period of paid annual leave of less than one week;
 - (iii) must not direct the employee to take a period of annual leave beginning less than eight (8) weeks or more than 12 months, after the direction is given; and
 - (iv) must not be inconsistent with any leave arrangement agreed by the Council and the employee.

6.2 Personal leave

6.2.1 Entitlement to personal leave

- (a) Personal leave is available to an employee when they are absent:
 - (i) due to personal illness or injury; or
 - (ii) for the purposes of caring from an immediate family or household member:
 - (A) who is sick and requires the employee's care and support; and
 - (B) who requires care due to an unexpected emergency.
- (b) Council understands the extra travel time required to attend specialist medical appointments which often occur out of town. Reasonable travel time will be allowed for either side of these appointments provided a medical certificate or other similar documentation is provided for the appointment itself.
- (c) Employees, other than casual employees, are entitled to 15 days' paid personal leave which is accumulated progressively during each year, based on the employee's ordinary hours.

6.2.2 Payment for personal leave

- (a) Personal leave is paid at the ordinary rate.

6.2.3 Requirements for taking personal leave

- (a) All absences on personal leave must be reported to the employee's supervisor on the day of the absence prior to the commencement of their shift. Under exceptional circumstances, this may be reported at later times, however it is expected that an employee will notify their supervisor at the earliest practical opportunity.
- (b) Employees are required to provide the employer sufficient evidence to satisfy a reasonable person when the absence from work is more than two (2) days.

6.2.4 Return after extended absence

- (a) Employees who have been absent on personal leave for more than two (2) weeks because of personal illness or injury are required by Council to provide a clearance from their treating medical practitioner before returning to work.
- (b) Clearance certificates should state whether there are any restrictions placed on the employee or if Council should consider any adjustments.
- (c) Expiration of a medical certificate is not considered a clearance.

6.3 Workers' compensation top-up

6.3.1 Top-up payments

If an employee is receiving workers' compensation statutory benefits, they may apply to use some of their accrued personal leave to top up these payments to equivalent of the employee's normal weekly salary subject to the below:

- (a) the employee must submit a request to the CEO;
- (b) the CEO must approve the request; and
- (c) the employee must maintain a balance of at least fifteen days in their personal leave accruals.

6.3.2 Superannuation

Council will continue to make superannuation contributions for employees receiving workers' compensation statutory benefits, at the rate being paid by the insurer.

6.3.3 Other leave

Employees receiving workers' compensation statutory benefits will continue to accrue, and be eligible to take, annual leave, personal leave and long service leave.

6.4 Compassionate and bereavement leave

6.4.1 Employees are entitled to compassionate and bereavement leave in accordance with the QES.

6.4.2 In this clause, 'immediate family or household' includes:

- (a) an employee's spouse, including a former spouse, a defacto spouse or former defacto spouse (including a spouse of the same sex as the employee);
- (b) a child, step-child, adopted child, ex-foster child of the employee or employee's spouse; and
- (c) a parent, grandparent, grandchild, sister, or brother of the employee and of the employee's spouse (such as the employee's mother-in-law, father-in-law, grandparent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law); and
- (d) a step-father, step-mother, half-brother, half-sister, step-brother and step-sister of the employee; and

- (e) a person who permanently lives in the employee's household.

6.4.3 *Compassionate leave*

- (a) Employees (other than casual employees) are entitled to two (2) days of compassionate leave on full pay on each occasion when a member of the employee's immediate family or household:
 - (i) contracts or develops a personal illness that poses a serious threat to the person's life; or
 - (ii) sustains a personal injury that poses a serious threat to the person's life.

6.4.4 *Bereavement leave*

- (a) Employees (other than casual employees) are entitled to two (2) days of bereavement leave on full pay on each occasion of the death of a member of their immediate family or household.
- (b) In addition to the QES entitlement to unpaid bereavement leave if the employee reasonably requires extra time to travel to and from the funeral or other ceremony for the death, they are also entitled to up to three (3) days' additional paid bereavement leave.
- (c) Bereavement leave will also be approved in circumstances where the deceased is a person that occupied the same prominence in the employee's life as an employee's immediate family member. Council will recognise employees' cultural or other significant personal circumstances such as recognising kinship for Aboriginal and Torres Strait Islander employees.

6.4.5 *Casual employees*

Casual employees are entitled to unpaid compassionate and bereavement leave in accordance with the QES.

6.4.6 *Evidence required*

An employee may be required to provide reasonable evidence of the illness, injury or death of the member of their immediate family or household to Council (for example, a copy of the funeral notice).

6.5 Cultural leave

Employees who are required by Aboriginal tradition or Island custom to attend an Aboriginal or Torres Strait Islander ceremony are entitled to take cultural leave in accordance with the QES. The QES currently provides for up to five (5) days of unpaid cultural leave each year.

6.6 Domestic and family violence leave

6.6.1 *Entitlement to domestic and family violence leave*

- (a) Employees who are affected by domestic and family violence and/or is supporting for someone affected by domestic or family violence are entitled to paid domestic and family violence leave in accordance with the QES. The QES currently provides for 10 days of paid domestic and family violence leave each year.

6.6.2 *Special Leave for employees experiencing domestic and family violence*

- (a) In addition to the entitlements in clause 6.6.1, full time, part time or fixed term employees personally experiencing domestic and family violence may access up to an additional 10 days per year of paid Special Leave for medical appointments, legal proceedings, attending to accommodation matters, childcare and education matters and other activities, which are related to domestic and family violence. This may be taken in units of one hour. Employees may also access any or all of their accrued Personal Leave, Family and Community Leave, TIL, Flex, or Recreation Leave for medical appointments, legal proceedings, attending to accommodation matters, addressing childcare and education matters and other activities, related to domestic and family violence.

6.6.3 *Leave for employees supporting a person experiencing domestic and family violence*

- (a) Employees supporting a person experiencing domestic and family violence may take Personal Leave or any other form of accrued leave to accompany them to court, to hospital, or to assist with childcare, accommodation or other matters. Such leave may be taken as consecutive or single days or as a fraction of a day.
- (b) An employee including a casual employee who provides support to a person experiencing family and domestic violence is entitled to access family and domestic violence leave for the purpose of:
 - (i) accompanying that person to legal proceedings, counselling, appointments with a medical or legal practitioner;
 - (ii) assisting with relocations or other safety arrangements; or
 - (iii) other activities associated with the family and domestic violence including caring for children.

6.6.4 *Notice and evidentiary requirements*

- (a) An employee should notify their supervisor or manager as soon as reasonably practicable of their intention to take or remain on Special or other leave for the purpose of this clause 6.6, including, where possible, the approximate period the employee will be absent.
- (b) Evidence of domestic and family violence may be required and can be a document issued by the Police Service, a Court, a Doctor, a Domestic and Family Violence Support Service or Lawyer, or a Statutory Declaration.

6.6.5 *Individual support*

- (a) In order to provide support to an employee experiencing domestic and family violence and to provide a safe work environment, Council may approve any reasonable request from an employee for changes to their span of hours or pattern of hours and/or shift patterns; job redesign or changes to duties; changes to their telephone number or email address to avoid harassing contact; or any other appropriate measure including those available under existing family friendly or flexible work arrangements. Such approval shall not be unreasonably withheld.
- (b) Employees experiencing domestic and family violence may wish to be referred to the Employee Assistance Program (EAP) or other appropriate domestic violence support services. The Employer EAP includes professionals trained specifically in domestic and family violence.

6.7 Long service leave

6.7.1 *Entitlement and accrual*

- (a) Employees have an entitlement to pro-rata long service leave upon completion of seven (7) or more years' continuous service with Local Government in Queensland.
- (b) Long service leave will accrue the rate of 13 weeks for each 10 years of continuous service, based on ordinary hours.

6.7.2 *Taking long service leave and payment*

- (a) Long service leave must be taken in a minimum period of ten (10) working days at one time.
- (b) An employee may by mutual agreement with Chief Executive Officer or Delegated Officer take long service leave:

- (i) at half pay. For example, the Employee could receive 4 weeks' pay for 8 weeks' absence from the workplace on long service leave, with 4 weeks' long service leave being deducted from their accrued balance; or
- (ii) at double pay. For example, the Employee could receive 8 weeks' pay for 4 weeks' absence from the workplace on long service leave, with 8 weeks' long service leave being deducted from their accrued balance.

Employees are encouraged to seek professional advice as to the effect of electing to utilise clause 6.7.2(b) of this Agreement on the Employee's superannuation entitlements and taxation obligations.

- (c) The normal approval process for taking leave will continue to apply irrespective of anything contained in clause 6.7.2(b) of this Agreement.

6.7.3 *Payment for long service leave*

- (a) Long service leave will be paid at the ordinary rate and will be calculated on the employee's ordinary hours.

6.7.4 *Cashing out long service leave*

- (a) An employee may apply to the Chief Executive Officer or Delegated Officer to have an entitlement to long service leave paid in cash in lieu of taking paid leave for reasons of financial hardship. All requests must be submitted in writing. Any requests must be accompanied by detailed supporting evidence of genuine financial hardship.
- (b) Any long service leave cashed out will reduce the employee's long service leave balance and the employee will have no further entitlement to the period of long service leave which has been cashed out.

6.8 Parental Leave

6.8.1 *Eligibility*

- (a) Employees are eligible for unpaid parental leave in accordance with the QES. The QES currently provides for up to 52 weeks unpaid long leave.

6.8.2 *Access to annual leave and long service leave during unpaid parental leave period*

- (a) Employees who are eligible for parental leave may, during their unpaid parental leave period:
 - (i) take annual leave at half pay. For example, an employee could receive 4 weeks' pay over an 8 week period, with 4 weeks' annual leave being deducted from their accrued balance; and/or
 - (ii) if the employee is eligible for long service leave, take long service leave at half pay, as provided for at clause 6.7.2(b) of this Agreement.
- (b) Any combination of annual leave and long service leave at half-pay will not exceed 52 weeks in total (or the extended parental leave period if the Council agrees to a request to extend leave under the QES).

6.9 Natural disaster leave

6.9.1 Employees are entitled to natural disaster leave where the employee, because of a natural disaster event such as flood, cyclonic disturbance or severe storm:

- (a) is unable to attend at the normal place of employment because it is unsafe to travel;
- (b) is absent from their usual place of residence on approved leave or during a weekend and is unable to return in sufficient time because of the natural disaster;
- (c) is required to return to his/her home before the usual ceasing time to ensure his/her own safety, the protection of family and property or the availability of transport facilities which may be disrupted or discontinued because of severe weather conditions;

- (d) must of necessity remain at home prepare for an impending natural disaster event, and to safe-guard family or property;
- (e) remains at home to have temporary repairs effected, restore belongings, clean up etc.

6.9.2 Council agrees that employees safety is paramount and requests for natural disaster leave will not be unreasonably refused. However, the parties recognise that employees in certain critical roles may be required to work (which may include working remotely) during a natural disaster event.

6.9.3 Five (5) days' paid natural disaster leave per occurrence is available to all non-casual staff.

6.9.4 Requests for natural disaster leave beyond five (5) days will be considered relevant to individual circumstances, weather conditions etc. Any approved natural disaster leave beyond two (2) days will be approved leave without pay. Employees may elect to apply for annual leave, long service leave or utilise banked RDOs or TIL instead of leave without pay.

6.10 Emergency Services Leave

6.10.1 Where an employee is a member of a recognised emergency management entity (for example, the State Emergency Services or Rural Fire Brigade) and is required during working hours to attend an emergency they will be paid as if at work by Council. Any monies received by the employee for performing their emergency services duties, other than meal allowance, must be reimbursed to the Council.

6.10.2 If an employee be required to attend an emergency outside of normal working hours, the employee will work with their supervisor to ensure they are fit for duty. This will be reviewed on a case by case basis.

6.10.3 On approach in writing from the relevant officer attached to the SES or Queensland Fire and Rescue Service, an employee may be granted leave, during their ordinary hours of work, without loss of pay for training purposes. Such written notice from the relevant officers should state that the employee is required for training purposes as well as the time training commences and finishes. Where such training takes place outside an employee's ordinary hours, the employee is not be entitled to any payment from Council.

6.11 Short Term Unpaid Leave

6.11.1 In special circumstances, employees may apply in writing for short-term leave without pay outlining the reasons for such leave.

6.11.2 The granting of the leave will be subject to the convenience of Council and is to be approved by the CEO or an officer with delegated authority.

Part 7- EMPLOYMENT SECURITY

7.1 Commitment to job security

- 7.1.1 Council remains committed to the sustainability of all communities within its region. Council is therefore committed to maintaining job security for all employees subject to Council's financial capacity to do so.
- 7.1.2 Council is committed to continually improving the job security of all employees and maintaining a stable and productive workforce. Council commits to employment security by:
- (a) preferring the engagement of employees on a permanent basis over other forms of employment, with temporary employees, casual employees, labour hire workers or external contractors only being engaged where necessary;
 - (b) giving first preference to employees over contractors provided a suitably skilled employee is available, and subject to operational requirements;
 - (c) providing training and education to employees and providing retraining where appropriate;
 - (d) providing career development and equal opportunity; and
 - (e) continuing to manage its workforce to achieve efficiencies and continuous improvement of work practices.

7.2 Use of contractors and labour hire workers

- (a) Council will use its own employees, plant and equipment, wherever possible, having regard to its objective to improve the productivity and efficiency of all its operations and to ensure the sustainable management of its assets. It is acknowledged by the parties that the use of contractors can help to achieve this objective.
- (b) In considering the use of contractors and labour hire workers, Council has a commitment to provide job security for employees and to maintaining a competent workforce to meet the normal requirements for delivery of Council's services.
- (c) Council may use contractors and labour hire workers where the work volume, type of work or specialisation required is beyond the capacity of Council resources or existing employees, or where temporary back-fill is required.
- (d) Council will contractually require contractors, their employees and labour hire workers to comply with Council's work requirements including WHS obligations and the use of personal protective equipment standards.
- (e) Council will contractually require labour hire providers to pay labour hire workers engaged to do work for Council:
 - (i) hourly rates which are at least as generous as the applicable Awards; and
 - (ii) allowances in accordance with this Agreement.
- (f) When engaging labour hire workers, Council undertakes and agrees that the hourly rate Council pays to the labour hire provider will be no less than the hourly rates and allowances Council pays its employees for the equivalent position in accordance with this Agreement.
- (g) Contractors, their employees and labour hire workers will not be appointed to any position by Council as permanent employees unless normal recruitment and selection processes have been followed. To avoid any doubt, labour hire workers based outside of the Council area are not considered to be internal employees for the purposes of recruiting.

For example - if a position is advertised internally, a labour hire worker from Cairns is not eligible to apply even if they are undertaking work for Council at the time. However, the employee may apply if the position is advertised externally.

7.2.2 If a service is already outsourced by contract at the time of signing of this Agreement, then that service is not affected by this clause.

Part 8 – UNION RELATED MATTERS

8.1 Union representation and membership

8.1.1 *Union Representation*

- (a) This Agreement recognises the union parties to this Agreement and their accredited representatives as the sole legitimate representatives of employees covered by the Agreement except where those employees are not members of the union.
- (b) The parties acknowledge that structured, collective industrial relations will continue as a fundamental principle of Council.
- (c) This principle recognises the important role that employee membership of unions has in maintaining a stable, safe and efficient working environment.
- (d) The parties agree to promote this approach to union membership into the future.
- (e) If legislative changes prevent trade union provisions being incorporated into a certified agreement, the parties agree to enter into a Memorandum of Understanding to continue such provisions by mutual agreement.

8.1.2 *Rights of Union Delegates*

All union delegates will be afforded the following rights:

- (a) The right to be treated fairly and to perform their role as union delegate without any discrimination in their employment.
- (b) The right to formal recognition by Council that endorsed union delegates speak on behalf of union members in the workplace.
- (c) The right to bargain collectively on behalf of those they represent.
- (d) The right to consultation and access to reasonable information about the workplace and the business.
- (e) The right to paid time to represent the interest of members to the employer and industrial tribunals.
- (f) The right to reasonable paid time during normal working hours to consult with union members.
- (g) The right to reasonable paid time off to participate in the operation of the union.
- (h) The right to reasonable paid time off to attend accredited union education.
- (i) The right to address new employees about the benefits of union membership at the time that they enter employment.
- (j) The right to reasonable access to telephone, scanning, photocopying, internet and email facilities for the purpose of carrying out work as a delegate and consulting with workplace colleagues and the union.
- (k) The right to place union information on a notice board in a prominent location in the workplace.
- (l) The right to take reasonable leave to work with the union.
- (m) Up to five (5) days' paid leave per year to attend union delegates training, including travel time.

8.1.3 *Right of Entry*

An official or officer of the unions has the right to enter Council premises and workplaces in accordance with the terms of the IR Act and the Awards.

8.1.4 *Access for Union Officials*

Council will allow unrestricted access to its employees during normal working hours to accredited officials of the union parties to this agreement.

Council will allow union delegates adequate time during normal working hours to attend to union duties.

8.1.5 *Paid Union Meetings*

The parties will promote a participative and consultative workplace environment and all employees will be encouraged to participate in paid union meetings.

8.1.6 *Payroll deduction of union membership fees*

The parties agree that the payroll system of deduction of Union membership fees, upon the written request of an employee to the Council, will continue for the duration of the Agreement.

Part 9 – GENERAL PROVISIONS

9.1 Code of Conduct

- (a) Carpentaria Shire Council expects the highest standard of ethics and integrity from all employees whether employed in management, supervisory or operational roles.
- (b) The Council and its employees will strive for excellence in all things.
- (c) Employees within all roles have a responsibility to strive to continuously improve skills including communication and service delivery skills.
- (d) Potential conflicts of interest should be avoided and action taken to remove the conflict.
- (e) Employer confidential information must not be shared with third parties.
- (f) Unauthorised public statements must not be made.
- (g) Equal opportunities will be made available for all.
- (h) All employees must comply with Carpentaria Shire Council's Code of Conduct and Policies to ensure that the reputation of the Council is maintained.

9.2 Safety, Health and Environment

9.2.1 *Protective Clothing and Equipment*

- (a) Personal protective equipment will be worn as required under Council's policy and individual risk assessment of work undertaken. Employees must care for the equipment in their custody and maintain all items in good order.

9.2.2 *Employee Wellness/Vaccinations*

To help provide employees with a safe and healthy work environment Council will make the following vaccinations at no cost to employees:

- (a) Hepatitis A - offered to employees at risk;
- (b) Hepatitis B - offered to employees at risk;
- (c) Q-Fever - offered to employees at risk;
- (d) Influenza - offered to all employees; and
- (e) Tetanus - offered to all employees.

9.3 Registration and Licensing Fees

- 9.3.1 Employees who are required to hold a licence or certificate as a requirement of legislation for the performance of their work are entitled to have their registration and licence fees paid by Council. This excludes driving licence

9.4 Payment of all monies owed to the Council on termination

- 9.4.1 It is agreed by the Parties that where employees request in writing and the Council agrees in writing to deduct monies from the employee's wages for the purposes of repaying monies owing for services provided by the Council, any monies still owing at termination shall be deducted from the employee's termination payments.
- 9.4.2 Council will pay final monies owed within 2 ordinary business days of termination.

9.5 Corporate clothing

- 9.5.1 Employees will wear corporate clothing whilst on duty as per Council's Corporate Clothing Policy.

9.6 Equal Employment Opportunity

9.6.1 The parties recognise the importance of maintaining diversity in the workplace, equal remuneration for work of equal value and ensuring that existing practices, that encourage equality of employment and development opportunities, continue and are promoted during the life of this Agreement. This will include:

- (a) reviewing position descriptions, prior to advertisement, to ensure non-bias / gender neutral language;
- (b) inclusion of statements during recruitment that Council is an equal opportunity employer;
- (c) ensuring selection of applicants for vacant positions is conducted in accordance with the law;
- (d) giving appropriate and meaningful consideration of workplace flexibility or adjustment requests;
- (e) ensuring approval of development opportunities is managed in a fair and equitable manner, irrespective of gender or any other identified attributes under the Anti-Discrimination Act 1991.

9.6.2 Council is committed to equal remuneration for work of equal or comparable value.

Schedule 1 – Ordinary wage rates

Office based employees

Classification	Ordinary wage from 1/7/2023		Ordinary wage from 1/7/2024 (3% increase)		Ordinary wage from 1/7/2025 (3% increase)		Ordinary wage from 1/7/2026 (3% increase)	
	Annual	Fortnightly	Annual	Fortnightly	Annual	Fortnightly	Annual	Fortnightly
Office based employees								
LGO LV 1/1 INDOOR	55,511.58	2,135.06	57,176.93	2,199.11	58,892.24	2,265.09	60,659.00	2,333.04
LGO LV 1/1 INDOOR CASUAL	69,389.48	2,668.83	71,471.16	2,748.89	73,615.30	2,831.36	75,823.76	2,916.30
LGO LV 1/1 UNDER 17 YRS CASUAL	42,035.75	1,616.76	43,296.82	1,665.26	44,595.73	1,715.22	45,933.60	1,766.68
LGO LV 1/1 INDOOR 17/18 YRS CASUAL	41,634.92	1,601.34	42,883.96	1,649.38	44,170.48	1,698.86	45,495.60	1,749.83
LGO LV 1/1 OUTDOOR	67,262.59	2,587.02	69,280.46	2,664.63	71,358.88	2,744.57	73,499.65	2,826.91
LGO LV 1/1 INDOOR 18/19 YRS CASUAL	48,561.14	1,867.74	50,017.97	1,923.77	51,518.51	1,981.48	53,064.07	2,040.93
LGO LV 1/1 INDOOR 18/19 YRS	38,858.07	1,494.54	40,023.81	1,539.38	41,224.52	1,585.56	42,461.26	1,633.13
LGO LV 1/1 OUTDOOR CASUAL	84,078.23	3,233.78	86,600.58	3,330.79	89,198.60	3,430.72	91,874.56	3,533.64
LGO LV 1/2 INDOOR	56,639.66	2,178.45	58,338.85	2,243.80	60,089.02	2,311.12	61,891.69	2,380.45
LGO LV 1/2 INDOOR CASUAL	70,799.59	2,723.06	72,923.58	2,804.75	75,111.29	2,888.90	77,364.63	2,975.56
LGO LV 1/2 OUTDOOR	68,631.41	2,639.67	70,690.35	2,718.86	72,811.06	2,800.43	74,995.39	2,884.44
LGO LV 1/2 OUTDOOR CASUAL	85,789.27	3,299.59	88,362.95	3,398.57	91,013.84	3,500.53	93,744.25	3,605.55
LGO LV 1/3 INDOOR	58,215.40	2,239.05	59,961.86	2,306.23	61,760.72	2,375.41	63,613.54	2,446.67
LGO LV 1/3 INDOOR CASUAL	72,769.27	2,798.82	74,952.35	2,882.78	77,200.92	2,969.27	79,516.95	3,058.34
LGO LV 1/3 OUTDOOR	70,544.56	2,713.25	72,660.90	2,794.65	74,840.73	2,878.49	77,085.95	2,964.84
LGO LV 1/3 OUTDOOR CASUAL	88,180.72	3,391.57	90,826.14	3,493.31	93,550.92	3,598.11	96,357.45	3,706.06
LGO LV 1/4 INDOOR	59,906.83	2,304.11	61,704.03	2,373.23	63,555.16	2,444.43	65,461.81	2,517.76
LGO LV 1/4 INDOOR CASUAL	74,883.53	2,880.14	77,130.04	2,966.54	79,443.94	3,055.54	81,827.26	3,147.20
LGO LV 1/4 OUTDOOR	72,596.48	2,792.17	74,774.37	2,875.94	77,017.60	2,962.22	79,328.13	3,051.08
LGO LV 1/4 OUTDOOR CASUAL	90,745.59	3,490.22	93,467.96	3,594.92	96,272.00	3,702.77	99,160.16	3,813.85
LGO LV 1/5 INDOOR	61,157.04	2,352.19	62,991.75	2,422.76	64,881.50	2,495.44	66,827.95	2,570.31
LGO LV 1/5 INDOOR CASUAL	76,446.31	2,940.24	78,739.69	3,028.45	81,101.89	3,119.30	83,534.94	3,212.88
LGO LV 1/5 OUTDOOR	74,120.02	2,850.77	76,343.62	2,936.29	78,633.93	3,024.38	80,992.95	3,115.11
LGO LV 1/5 OUTDOOR CASUAL	92,650.03	3,563.46	95,429.53	3,670.37	98,292.41	3,780.48	101,241.19	3,893.89
LGO LV 1/6 INDOOR	62,845.81	2,417.15	64,731.19	2,489.66	66,673.12	2,564.35	68,673.31	2,641.28
LGO LV 1/6 INDOOR CASUAL	78,557.22	3,021.43	80,913.94	3,112.07	83,341.36	3,205.44	85,841.60	3,301.60
LGO LV 1/6 OUTDOOR	76,169.24	2,929.59	78,454.32	3,017.47	80,807.95	3,108.00	83,232.19	3,201.24
LGO LV 1/6 OUTDOOR CASUAL	95,211.57	3,661.98	98,067.91	3,771.84	101,009.95	3,885.00	104,040.25	4,001.55
LGO LV 2/1 INDOOR	64,558.57	2,483.02	66,495.32	2,557.51	68,490.18	2,634.24	70,544.89	2,713.26
LGO LV 2/1 INDOOR CASUAL	80,698.20	3,103.78	83,119.15	3,196.89	85,612.72	3,292.80	88,181.10	3,391.58
LGO LV 2/1 U18 CASUAL	64,563.48	2,483.21	66,500.38	2,557.71	68,495.39	2,634.44	70,550.25	2,713.47

Classification	Ordinary wage from 1/7/2023		Ordinary wage from 1/7/2024 (3% increase)		Ordinary wage from 1/7/2025 (3% increase)		Ordinary wage from 1/7/2026 (3% increase)	
LGO LV 2/1 OUTDOOR	78,247.84	3,009.53	80,595.27	3,099.82	83,013.13	3,192.81	85,503.53	3,288.60
LGO LV 2/1 OUTDOOR CASUAL	97,809.79	3,761.92	100,744.09	3,874.77	103,766.41	3,991.02	106,879.40	4,110.75
LGO LV 2/2 INDOOR	66,249.10	2,548.04	68,236.58	2,624.48	70,283.67	2,703.22	72,392.18	2,784.31
LGO LV 2/2 INDOOR CASUAL	82,811.35	3,185.05	85,295.69	3,280.60	87,854.56	3,379.02	90,490.20	3,480.39
LGO LV 2/2 OUTDOOR	80,299.75	3,088.45	82,708.75	3,181.11	85,190.01	3,276.54	87,745.71	3,374.83
LGO LV 2/2 OUTDOOR CASUAL	100,374.68	3,860.56	103,385.92	3,976.38	106,487.50	4,095.67	109,682.13	4,218.54
LGO LV 2/3 INDOOR	67,940.49	2,613.10	69,978.70	2,691.49	72,078.06	2,772.23	74,240.40	2,855.40
LGO LV 2/3 INDOOR CASUAL	84,925.62	3,266.37	87,473.39	3,364.36	90,097.59	3,465.29	92,800.52	3,569.25
LGO LV 2/3 OUTDOOR	82,351.66	3,167.37	84,822.21	3,262.39	87,366.87	3,360.26	89,987.88	3,461.07
LGO LV 2/3 OUTDOOR CASUAL	102,939.55	3,959.21	106,027.74	4,077.99	109,208.57	4,200.33	112,484.83	4,326.34
LGO LV 2/4 INDOOR	69,631.01	2,678.12	71,719.94	2,758.46	73,871.54	2,841.21	76,087.69	2,926.45
LGO LV 2/4 INDOOR CASUAL	87,038.77	3,347.64	89,649.93	3,448.07	92,339.43	3,551.52	95,109.61	3,658.06
LGO LV 2/4 OUTDOOR	84,403.55	3,246.29	86,935.65	3,343.68	89,543.72	3,443.99	92,230.03	3,547.31
LGO LV 2/4 OUTDOOR CASUAL	105,504.44	4,057.86	108,669.57	4,179.60	111,929.66	4,304.99	115,287.55	4,434.14
LGO LV 3/1 INDOOR	71,319.77	2,743.07	73,459.37	2,825.36	75,663.15	2,910.12	77,933.04	2,997.42
LGO LV 3/1 INDOOR CASUAL	89,149.71	3,428.83	91,824.20	3,531.70	94,578.93	3,637.65	97,416.29	3,746.78
LGO LV 3/1 OUTDOOR	86,452.80	3,325.11	89,046.39	3,424.86	91,717.78	3,527.61	94,469.31	3,633.44
LGO LV 3/1 OUTDOOR CASUAL	108,066.01	4,156.39	111,307.99	4,281.08	114,647.23	4,409.51	118,086.65	4,541.79
LGO LV 3/2 INDOOR	73,010.29	2,808.09	75,200.60	2,892.33	77,456.61	2,979.10	79,780.31	3,068.47
LGO LV 3/2 INDOOR CASUAL	91,262.84	3,510.11	94,000.73	3,615.41	96,820.75	3,723.88	99,725.37	3,835.59
LGO LV 3/2 OUTDOOR	88,504.69	3,404.03	91,159.83	3,506.15	93,894.63	3,611.33	96,711.47	3,719.67
LGO LV 3/2 OUTDOOR CASUAL	110,630.88	4,255.03	113,949.81	4,382.68	117,368.30	4,514.17	120,889.35	4,649.59
LGO LV 3/3 INDOOR	74,701.69	2,873.14	76,942.75	2,959.34	79,251.03	3,048.12	81,628.56	3,139.56
LGO LV 3/3 OUTDOOR	90,556.60	3,482.95	93,273.29	3,587.43	96,071.49	3,695.06	98,953.64	3,805.91
LGO LV 3/3 INDOOR CASUAL	93,377.12	3,591.43	96,178.44	3,699.17	99,063.79	3,810.15	102,035.70	3,924.45
LGO LV 3/3 OUTDOOR CASUAL	113,195.76	4,353.68	116,591.63	4,484.29	120,089.38	4,618.82	123,692.06	4,757.39
LGO LV 3/4 INDOOR	76,392.23	2,938.16	78,684.00	3,026.31	81,044.52	3,117.10	83,475.85	3,210.61
LGO LV 3/4 INDOOR CASUAL	95,490.27	3,672.70	98,354.98	3,782.88	101,305.63	3,896.37	104,344.80	4,013.26
LGO LV 3/4 OUTDOOR	92,608.52	3,561.87	95,386.78	3,668.72	98,248.38	3,778.78	101,195.83	3,892.15
LGO LV 3/4 OUTDOOR CASUAL	115,760.65	4,452.33	119,233.47	4,585.90	122,810.47	4,723.48	126,494.79	4,865.18
LGO LV 4/1 INDOOR	78,080.97	3,003.11	80,423.40	3,093.21	82,836.10	3,186.00	85,321.18	3,281.58
LGO LV 4/1 INDOOR CASUAL	95,712.79	3,681.26	98,584.17	3,791.70	101,541.70	3,905.45	104,587.95	4,022.61
LGO LV 4/1 OUTDOOR	94,657.74	3,640.68	97,497.47	3,749.90	100,422.40	3,862.40	103,435.07	3,978.27
LGO LV 4/1 OUTDOOR CASUAL	118,322.18	4,550.85	121,871.84	4,687.38	125,528.00	4,828.00	129,293.84	4,972.84
LGO LV 4/2 INDOOR	79,771.49	3,068.13	82,164.64	3,160.18	84,629.58	3,254.98	87,168.47	3,352.63
LGO LV 4/2 INDOOR CASUAL	99,714.37	3,835.17	102,705.81	3,950.22	105,786.98	4,068.73	108,960.59	4,190.79
LGO LV 4/2 OUTDOOR	96,709.66	3,719.60	99,610.95	3,831.19	102,599.27	3,946.13	105,677.25	4,064.51
LGO LV 4/2 OUTDOOR CASUAL	120,887.09	4,649.50	124,513.70	4,788.99	128,249.11	4,932.66	132,096.59	5,080.64

Classification	Ordinary wage from 1/7/2023		Ordinary wage from 1/7/2024 (3% increase)		Ordinary wage from 1/7/2025 (3% increase)		Ordinary wage from 1/7/2026 (3% increase)	
LGO LV 4/3 INDOOR	81,462.91	3,133.19	83,906.80	3,227.18	86,424.01	3,324.00	89,016.73	3,423.72
LGO LV 4/3 INDOOR CASUAL	101,828.63	3,916.49	104,883.49	4,033.98	108,029.99	4,155.00	111,270.89	4,279.65
LGO LV 4/3 OUTDOOR	98,761.57	3,798.52	101,724.42	3,912.48	104,776.15	4,029.85	107,919.43	4,150.75
LGO LV 4/3 OUTDOOR CASUAL	123,451.94	4,748.15	127,155.50	4,890.60	130,970.17	5,037.31	134,899.27	5,188.43
LGO LV 4/4 INDOOR	83,153.39	3,198.21	85,648.00	3,294.15	88,217.44	3,392.98	90,863.96	3,494.77
LGO LV 4/4 INDOOR CASUAL	103,941.74	3,997.76	107,060.00	4,117.69	110,271.80	4,241.22	113,579.95	4,368.46
LGO LV 4/4 OUTDOOR	100,813.46	3,877.44	103,837.86	3,993.76	106,953.00	4,113.58	110,161.59	4,236.98
LGO LV 4/4 OUTDOOR CASUAL	126,016.82	4,846.80	129,797.33	4,992.20	133,691.25	5,141.97	137,701.98	5,296.23
LGO LV 4/4 OUTDOOR OA	103,586.30	3,984.09	106,693.89	4,103.61	109,894.71	4,226.72	113,191.55	4,353.52
LGO LV 5/1 INDOOR	84,842.19	3,263.16	87,387.45	3,361.06	90,009.08	3,461.89	92,709.35	3,565.74
LGO LV 5/1 INDOOR CASUAL	106,052.72	4,078.95	109,234.30	4,201.32	112,511.33	4,327.36	115,886.67	4,457.18
LGO LV 5/1 OUTDOOR	102,862.70	3,956.26	105,948.59	4,074.95	109,127.04	4,197.19	112,400.85	4,323.11
LGO LV 5/1 OUTDOOR CASUAL	128,578.37	4,945.32	132,435.73	5,093.68	136,408.80	5,246.49	140,501.06	5,403.89
LGO LV 5/2 INDOOR	86,532.70	3,328.18	89,128.68	3,428.03	91,802.54	3,530.87	94,556.62	3,636.79
LGO LV 5/2 INDOOR CASUAL	108,165.88	4,160.23	111,410.86	4,285.03	114,753.18	4,413.58	118,195.78	4,545.99
LGO LV 5/2 OUTDOOR CASUAL	131,143.25	5,043.97	135,077.55	5,195.29	139,129.88	5,351.15	143,303.77	5,511.68
LGO LV 5/2 OUTDOOR	104,914.60	4,035.18	108,062.03	4,156.23	111,303.89	4,280.92	114,643.01	4,409.35
LGO LV 5/3 INDOOR	88,224.10	3,393.23	90,870.82	3,495.03	93,596.95	3,599.88	96,404.85	3,707.88
LGO LV 5/3 INDOOR CASUAL	110,280.15	4,241.54	113,588.55	4,368.79	116,996.21	4,499.85	120,506.10	4,634.85
LGO LV 5/3 OUTDOOR	106,966.53	4,114.10	110,175.53	4,237.52	113,480.79	4,364.65	116,885.22	4,495.59
LGO LV 5/3 OUTDOOR CASUAL	133,708.14	5,142.62	137,719.39	5,296.90	141,850.97	5,455.81	146,106.50	5,619.48
LGO LV 6/1 INDOOR	91,040.16	3,501.54	93,771.36	3,606.59	96,584.50	3,714.79	99,482.04	3,826.23
LGO LV 6/1 INDOOR CASUAL	113,800.22	4,376.93	117,214.22	4,508.24	120,730.65	4,643.49	124,352.57	4,782.79
LGO LV 6/1 OUTDOOR	110,384.57	4,245.56	113,696.11	4,372.93	117,106.99	4,504.12	120,620.20	4,639.24
LGO LV 6/1 OUTDOOR CASUAL	137,980.72	5,306.95	142,120.14	5,466.16	146,383.74	5,630.14	150,775.26	5,799.05
LGO LV 6/2 INDOOR	93,857.12	3,609.89	96,672.84	3,718.19	99,573.02	3,829.73	102,560.21	3,944.62
LGO LV 6/2 INDOOR CASUAL	117,321.40	4,512.36	120,841.04	4,647.73	124,466.27	4,787.16	128,200.26	4,930.78
LGO LV 6/2 OUTDOOR	113,802.64	4,377.02	117,216.72	4,508.34	120,733.22	4,643.59	124,355.22	4,782.89
LGO LV 6/2 OUTDOOR CASUAL	142,253.29	5,471.28	146,520.89	5,635.42	150,916.52	5,804.48	155,444.01	5,978.62
LGO LV 6/3 INDOOR	96,675.83	3,718.30	99,576.11	3,829.85	102,563.39	3,944.75	105,640.29	4,063.09
LGO LV 6/3 INDOOR CASUAL	120,844.79	4,647.88	124,470.14	4,787.31	128,204.24	4,930.93	132,050.37	5,078.86
LGO LV 6/3 OUTDOOR	117,223.36	4,508.59	120,740.06	4,643.85	124,362.27	4,783.16	128,093.13	4,926.66
LGO LV 6/3 OUTDOOR CASUAL	146,529.23	5,635.74	150,925.11	5,804.81	155,452.86	5,978.96	160,116.44	6,158.32
LGO LV 7/1 INDOOR	99,491.91	3,826.61	102,476.67	3,941.41	105,550.97	4,059.65	108,717.50	4,181.44
LGO LV 7/1 INDOOR CASUAL	124,364.87	4,783.26	128,095.82	4,926.76	131,938.69	5,074.57	135,896.85	5,226.80
LGO LV 7/1 OUTDOOR	120,641.44	4,640.06	124,260.68	4,779.26	127,988.50	4,922.63	131,828.16	5,070.31
LGO LV 7/1 OUTDOOR CASUAL	150,801.77	5,800.07	155,325.82	5,974.07	159,985.60	6,153.29	164,785.17	6,337.89
LGO LV 7/2 INDOOR	102,308.86	3,934.96	105,378.12	4,053.00	108,539.47	4,174.59	111,795.65	4,299.83

Classification	Ordinary wage from 1/7/2023		Ordinary wage from 1/7/2024 (3% increase)		Ordinary wage from 1/7/2025 (3% increase)		Ordinary wage from 1/7/2026 (3% increase)	
LGO LV 7/2 INDOOR CASUAL	127,886.05	4,918.69	131,722.63	5,066.26	135,674.31	5,218.24	139,744.54	5,374.79
LGO LV 7/2 OUTDOOR	124,110.83	4,773.49	127,834.15	4,916.70	131,669.18	5,064.20	135,619.25	5,216.13
LGO LV 7/2 OUTDOOR CASUAL	155,138.53	5,966.87	159,792.69	6,145.87	164,586.47	6,330.25	169,524.06	6,520.16
LGO LV 7/3 INDOOR	105,125.79	4,043.30	108,279.56	4,164.60	111,527.95	4,289.54	114,873.79	4,418.22
LGO LV 7/3 INDOOR CASUAL	131,407.22	5,054.12	135,349.43	5,205.75	139,409.92	5,361.92	143,592.22	5,522.78
LGO LV 7/3 OUTDOOR	127,477.56	4,902.98	131,301.88	5,050.07	135,240.94	5,201.57	139,298.17	5,357.62
LGO LV 7/3 OUTDOOR CASUAL	159,346.96	6,128.73	164,127.36	6,312.59	169,051.18	6,501.97	174,122.72	6,697.03
LGO LV 8/1 INDOOR	108,506.84	4,173.34	111,762.04	4,298.54	115,114.91	4,427.50	118,568.35	4,560.32
LGO LV 8/1 INDOOR CASUAL	135,633.62	5,216.68	139,702.62	5,373.18	143,893.70	5,534.37	148,210.51	5,700.40
LGO LV 8/1 OUTDOOR	131,581.36	5,060.82	135,528.80	5,212.65	139,594.67	5,369.03	143,782.51	5,530.10
LGO LV 8/1 OUTDOOR CASUAL	164,476.70	6,326.03	169,411.00	6,515.81	174,493.33	6,711.28	179,728.13	6,912.62
LGO LV 8/2 INDOOR	111,887.00	4,303.35	115,243.61	4,432.45	118,700.91	4,565.42	122,261.94	4,702.38
LGO LV 8/2 INDOOR CASUAL	139,858.75	5,379.18	144,054.51	5,540.56	148,376.14	5,706.77	152,827.43	5,877.98
LGO LV 8/2 OUTDOOR	135,682.51	5,218.56	139,752.98	5,375.11	143,945.57	5,536.37	148,263.94	5,702.46
LGO LV 8/2 OUTDOOR CASUAL	169,603.13	6,523.20	174,691.22	6,718.89	179,931.96	6,920.46	185,329.92	7,128.07
LGO LV 8/3 INDOOR	115,268.03	4,433.39	118,726.08	4,566.39	122,287.86	4,703.38	125,956.49	4,844.48
LGO LV 8/3 INDOOR CASUAL	144,085.05	5,541.73	148,407.61	5,707.98	152,859.83	5,879.22	157,445.63	6,055.60
LGO LV 8/3 OUTDOOR	139,786.32	5,376.40	143,979.91	5,537.69	148,299.31	5,703.82	152,748.29	5,874.93
LGO LV 8/3 OUTDOOR CASUAL	174,732.90	6,720.50	179,974.88	6,922.11	185,374.13	7,129.77	190,935.35	7,343.67
LGO LV 8/4 INDOOR	118,440.89	4,555.42	121,994.12	4,692.08	125,653.94	4,832.84	129,423.56	4,977.83
LGO LV 8/4 INDOOR CASUAL	148,051.11	5,694.27	152,492.64	5,865.10	157,067.42	6,041.05	161,779.44	6,222.29
LGO LV 8/4 OUTDOOR	143,636.65	5,524.49	147,945.75	5,690.22	152,384.12	5,860.93	156,955.65	6,036.76
LGO LV 8/4 OUTDOOR CASUAL	179,545.81	6,905.61	184,932.19	7,112.78	190,480.15	7,326.16	196,194.56	7,545.94
LGO LV 8/5 INDOOR	121,613.73	4,677.45	125,262.15	4,817.77	129,020.01	4,962.31	132,890.61	5,111.18
LGO LV 8/5 INDOOR CASUAL	152,017.18	5,846.81	156,577.70	6,022.22	161,275.03	6,202.89	166,113.28	6,388.97
LGO LV 8/5 OUTDOOR	147,486.97	5,672.58	151,911.57	5,842.75	156,468.92	6,018.04	161,162.99	6,198.58
LGO LV 8/5 OUTDOOR CASUAL	184,358.71	7,090.72	189,889.47	7,303.44	195,586.15	7,522.54	201,453.74	7,748.22

Child Care Workers

Classification	Ordinary wage from 1/7/2023		Ordinary wage from 1/7/2024 (3% increase)		Ordinary wage from 1/7/2025 (3% increase)		Ordinary wage from 1/7/2026 (3% increase)	
	Annual	Fortnightly	Annual	Fortnightly	Annual	Fortnightly	Annual	Fortnightly
Child care workers								
C/S DIRECTOR 1/2	78,127.52	3,004.90	80,471.35	3,095.05	82,885.49	3,187.90	85,372.05	3,283.54
C/S DIRECTOR 1/2 CASUAL	96,096.86	3,696.03	98,979.76	3,806.91	101,949.16	3,921.12	105,007.63	4,038.76
C/S DIRECTOR 2/2	79,209.93	3,046.54	81,586.23	3,137.93	84,033.82	3,232.07	86,554.83	3,329.03
C/S DIRECTOR 2/2 CASUAL	97,428.21	3,747.24	100,351.06	3,859.66	103,361.59	3,975.45	106,462.44	4,094.71
C/S DIRECTOR 3/2	82,024.16	3,154.78	84,484.88	3,249.42	87,019.43	3,346.90	89,630.01	3,447.31
C/S DIRECTOR 3/2 CASUAL	99,292.09	3,818.93	102,270.85	3,933.49	105,338.98	4,051.50	108,499.15	4,173.04
C/S DIRECTOR 4/2	82,024.16	3,154.78	84,484.88	3,249.42	87,019.43	3,346.90	89,630.01	3,447.31
C/S DIRECTOR 4/2 CASUAL	100,889.72	3,880.37	103,916.41	3,996.78	107,033.90	4,116.69	110,244.92	4,240.19
C/S DIRECTOR 1/3	80,725.29	3,104.82	83,147.05	3,197.96	85,641.47	3,293.90	88,210.71	3,392.72
C/S DIRECTOR 1/3 CASUAL	99,292.09	3,818.93	102,270.85	3,933.49	105,338.98	4,051.50	108,499.15	4,173.04
C/S DIRECTOR 2/3	80,725.28	3,104.82	83,147.04	3,197.96	85,641.45	3,293.90	88,210.70	3,392.72
C/S DIRECTOR 2/3 CASUAL	100,889.72	3,880.37	103,916.41	3,996.78	107,033.90	4,116.69	110,244.92	4,240.19
C/S DIRECTOR 3/3	83,496.23	3,211.39	86,001.12	3,307.74	88,581.15	3,406.97	91,238.58	3,509.18
C/S DIRECTOR 3/3 CASUAL	102,700.34	3,950.01	105,781.35	4,068.51	108,954.79	4,190.57	112,223.43	4,316.29
C/S DIRECTOR 4/3	85,054.87	3,271.34	87,606.52	3,369.48	90,234.72	3,470.57	92,941.76	3,574.68
C/S DIRECTOR 4/3 CASUAL	104,617.51	4,023.75	107,756.03	4,144.46	110,988.71	4,268.80	114,318.37	4,396.86
C/S DIRECTOR 3/4	85,054.89	3,271.34	87,606.53	3,369.48	90,234.73	3,470.57	92,941.77	3,574.68
C/S DIRECTOR 3/1	80,725.29	3,104.82	83,147.05	3,197.96	85,641.47	3,293.90	88,210.71	3,392.72
C/S DIRECTOR 5/3	86,526.94	3,327.96	89,122.75	3,427.80	91,796.43	3,530.63	94,550.33	3,636.55
C/S DIRECTOR 6/3	88,085.60	3,387.91	90,728.17	3,489.54	93,450.01	3,594.23	96,253.51	3,702.06
C/S DIRECTOR 6/3 CASUAL	108,345.27	4,167.13	111,595.63	4,292.14	114,943.50	4,420.90	118,391.81	4,553.53
C/S DIRECTOR 7/3	89,167.99	3,429.54	91,843.03	3,532.42	94,598.32	3,638.40	97,436.27	3,747.55
C/S DIRECTOR 7/3 CASUAL	109,676.63	4,218.33	112,966.93	4,344.88	116,355.93	4,475.23	119,846.61	4,609.49
C/S DIRECTOR 8/3	90,250.40	3,471.17	92,957.91	3,575.30	95,746.65	3,682.56	98,619.05	3,793.04
C/S DIRECTOR 8/3 CASUAL	111,007.98	4,269.54	114,338.22	4,397.62	117,768.37	4,529.55	121,301.42	4,665.44
C/S DIRECTOR 9/3	91,116.30	3,504.47	93,849.79	3,609.61	96,665.29	3,717.90	99,565.24	3,829.43
C/S DIRECTOR 9/3 CASUAL	112,073.06	4,310.50	115,435.25	4,439.82	118,898.31	4,573.01	122,465.26	4,710.20
C/S A/DIRECTOR 2/1	70,918.73	2,727.64	73,046.30	2,809.47	75,237.69	2,893.76	77,494.82	2,980.57
C/S A/DIRECTOR 2/1 CASUAL	87,230.06	3,355.00	89,846.96	3,455.65	92,542.37	3,559.32	95,318.64	3,666.10
C/S A/DIRECTOR 2/2	71,784.66	2,760.95	73,938.20	2,843.78	76,156.35	2,929.09	78,441.04	3,016.96
C/S A/DIRECTOR 2/2 CASUAL	88,295.15	3,395.97	90,944.01	3,497.85	93,672.33	3,602.78	96,482.50	3,710.87
C/S A/DIRECTOR 2/3	74,141.98	2,851.61	76,366.24	2,937.16	78,657.22	3,025.28	81,016.94	3,116.04
C/S GROUP LEADER 2/1 CASUAL	78,256.78	3,009.88	80,604.48	3,100.17	83,022.61	3,193.18	85,513.29	3,288.97
C/S GROUP LEADER 1/2	63,623.40	2,447.05	65,532.10	2,520.47	67,498.06	2,596.08	69,523.00	2,673.96
C/S GROUP LEADER 1/1	62,540.99	2,405.42	64,417.21	2,477.59	66,349.73	2,551.91	68,340.22	2,628.47

Classification	Ordinary wage from 1/7/2023		Ordinary wage from 1/7/2024 (3% increase)		Ordinary wage from 1/7/2025 (3% increase)		Ordinary wage from 1/7/2026 (3% increase)	
C/S GROUP LEADER 1/1 CASUAL	76,925.41	2,958.67	79,233.17	3,047.43	81,610.17	3,138.85	84,058.47	3,233.02
C/S GROUP LEADER 1/3	64,705.79	2,488.68	66,646.96	2,563.34	68,646.37	2,640.24	70,705.76	2,719.45
C/S GROUP LEADER 3/1 CASUAL	79,588.11	3,061.08	81,975.75	3,152.91	84,435.02	3,247.50	86,968.07	3,344.93
C/S GROUP LEADER 2/1	67,888.04	2,611.08	69,924.68	2,689.41	72,022.42	2,770.09	74,183.10	2,853.20
C/S GROUP LEADER 1/2 CASUAL	83,502.28	3,211.63	86,007.35	3,307.98	88,587.57	3,407.21	91,245.20	3,509.43
C/S GROUP LEADER 2/2	68,970.43	2,652.71	71,039.54	2,732.29	73,170.73	2,814.26	75,365.85	2,898.69
C/S GROUP LEADER 3/1 & 2	69,975.31	2,691.36	72,074.57	2,772.10	74,236.80	2,855.26	76,463.91	2,940.92
C/S ASSISTANT UQ UNDER 21	32,208.93	1,238.81	33,175.20	1,275.97	34,170.45	1,314.25	35,195.57	1,353.68
C/S ASSISTANT YR 1 UQ 21 & OVER	49,552.20	1,905.85	51,038.77	1,963.03	52,569.93	2,021.92	54,147.03	2,082.58
C/S ASSISTANT YR 1 UQ CASUAL	60,949.21	2,344.20	62,777.68	2,414.53	64,661.01	2,486.96	66,600.84	2,561.57
C/S ASSISTANT 18-19 YRS CASUAL	39,702.00	1,527.00	40,893.06	1,572.81	42,119.85	1,619.99	43,383.45	1,668.59
C/S ASSISTANT 17/18 YRS CASUAL	33,593.95	1,292.08	34,601.77	1,330.84	35,639.82	1,370.76	36,709.02	1,411.89
C/S ASSISTANT YR1 20 YRS CASUAL	51,790.84	1,991.96	53,344.57	2,051.71	54,944.90	2,113.27	56,593.25	2,176.66
C/S ASSISTANT 18/19 YRS CASUAL	45,351.87	1,744.30	46,712.42	1,796.63	48,113.80	1,850.53	49,557.21	1,906.05
C/S ASSISTANT 1YQ 18/19 YRS	36,993.14	1,422.81	38,102.93	1,465.50	39,246.02	1,509.46	40,423.40	1,554.75
C/S ASSISTANT 1/1	56,912.52	2,188.94	58,619.89	2,254.61	60,378.49	2,322.25	62,189.85	2,391.92
C/S ASSISTANT 1/1 CASUAL	70,002.40	2,692.40	72,102.47	2,773.17	74,265.55	2,856.37	76,493.51	2,942.06
C/S ASSISTANT 2/U CASUAL	63,345.64	2,436.37	65,246.01	2,509.46	67,203.39	2,584.75	69,219.49	2,662.29
C/S ASSISTANT 2/U	51,500.53	1,980.79	53,045.54	2,040.21	54,636.91	2,101.42	56,276.02	2,164.46
C/S ASSISTANT 3/U	53,448.84	2,055.72	55,052.31	2,117.40	56,703.88	2,180.92	58,404.99	2,246.35
C/S ASSISTANT 3/U CASUAL	65,742.08	2,528.54	67,714.34	2,604.40	69,745.77	2,682.53	71,838.14	2,763.01
C/S ASSISTANT 2/1	58,211.39	2,238.90	59,957.74	2,306.07	61,756.47	2,375.25	63,609.16	2,446.51
C/S ASSISTANT 2/1 CASUAL	71,600.02	2,753.85	73,748.02	2,836.46	75,960.46	2,921.56	78,239.27	3,009.20
C/S ASSISTANT 3/1	59,510.27	2,288.86	61,295.58	2,357.52	63,134.45	2,428.25	65,028.48	2,501.10
C/S ASSISTANT 3/1 CASUAL	73,197.62	2,815.29	75,393.55	2,899.75	77,655.36	2,986.74	79,985.02	3,076.35
C/S TRAINEE 17/18 YRS	27,253.73	1,048.22	28,071.34	1,079.67	28,913.48	1,112.06	29,780.88	1,145.42
C/S TRAINEE 18/19 YRS	32,208.93	1,238.81	33,175.20	1,275.97	34,170.45	1,314.25	35,195.57	1,353.68
C/S TRAINEE 19/20 YRS	37,164.13	1,429.39	38,279.06	1,472.27	39,427.43	1,516.44	40,610.25	1,561.93
C/S TRAINEE 20 YRS & UNDER 21	42,119.38	1,619.98	43,382.97	1,668.58	44,684.46	1,718.63	46,024.99	1,770.19
C/S ADULT TRAINEE	45,530.01	1,751.15	46,895.91	1,803.69	48,302.78	1,857.80	49,751.87	1,913.53
C/S OSHC COORD 1/U	70,918.73	2,727.64	73,046.30	2,809.47	75,237.69	2,893.76	77,494.82	2,980.57
C/S OSHC COORD 1/U CASUAL	87,230.06	3,355.00	89,846.96	3,455.65	92,542.37	3,559.32	95,318.64	3,666.10
C/S OSHC COORD 2/U	71,784.66	2,760.95	73,938.20	2,843.78	76,156.35	2,929.09	78,441.04	3,016.96
C/S OSHC COORD 2/U CASUAL	88,295.15	3,395.97	90,944.01	3,497.85	93,672.33	3,602.78	96,482.50	3,710.87
C/S OSHC COORD 3/U	73,083.54	2,810.91	75,276.04	2,895.23	77,534.32	2,982.09	79,860.35	3,071.55
C/S OSHC COORD 3/U CASUAL	89,892.76	3,457.41	92,589.54	3,561.14	95,367.23	3,667.97	98,228.24	3,778.01
C/S OSHC ASSISTANT 1/U	49,552.20	1,905.85	51,038.77	1,963.03	52,569.93	2,021.92	54,147.03	2,082.58
C/S OSHC ASSISTANT 1/U CASUAL	60,949.21	2,344.20	62,777.68	2,414.53	64,661.01	2,486.96	66,600.84	2,561.57

Classification	Ordinary wage from 1/7/2023		Ordinary wage from 1/7/2024 (3% increase)		Ordinary wage from 1/7/2025 (3% increase)		Ordinary wage from 1/7/2026 (3% increase)	
C/S OSHC ASSISTANT 2/U	51,500.53	1,980.79	53,045.54	2,040.21	54,636.91	2,101.42	56,276.02	2,164.46
C/S OSHC ASSISTANT 2/U CASUAL	63,345.64	2,436.37	65,246.01	2,509.46	67,203.39	2,584.75	69,219.49	2,662.29
C/S OSHC ASSISTANT 1/Q	56,912.52	2,188.94	58,619.89	2,254.61	60,378.49	2,322.25	62,189.85	2,391.92
C/S OSHC ASSISTANT 1/Q CASUAL	70,002.40	2,692.40	72,102.47	2,773.17	74,265.55	2,856.37	76,493.51	2,942.06
C/S OSHC COORDINATOR 1/1	74,382.42	2,860.86	76,613.90	2,946.69	78,912.31	3,035.09	81,279.68	3,126.14
C/S OSHC COORDINATOR 1/1 CASUAL	91,490.38	3,518.86	94,235.10	3,624.43	97,062.15	3,733.16	99,974.01	3,845.15
C/S OSHC COORDINATOR 2/1	76,395.68	2,938.30	78,687.55	3,026.44	81,048.18	3,117.24	83,479.62	3,210.75
C/S OSHC COORDINATOR 2/1 CASUAL	93,966.70	3,614.10	96,785.70	3,722.53	99,689.27	3,834.20	102,679.95	3,949.23
C/S OSHC COORDINATOR 3/1	78,127.52	3,004.90	80,471.35	3,095.05	82,885.49	3,187.90	85,372.05	3,283.54
C/S OSHC COORDINATOR 3/1 CASUAL	96,096.86	3,696.03	98,979.76	3,806.91	101,949.16	3,921.12	105,007.63	4,038.76

Outdoor Workers

Classification	Ordinary wage from 1/7/2023		Ordinary wage from 1/7/2024 (3% increase)		Ordinary wage from 1/7/2025 (3% increase)		Ordinary wage from 1/7/2026 (3% increase)	
	Annual	Fortnightly	Annual	Fortnightly	Annual	Fortnightly	Annual	Fortnightly
Outdoor workers								
LGE LV 1A TRAIN 18/19 YRS	47,520.90	1,827.73	48,946.53	1,882.56	50,414.92	1,939.04	51,927.37	1,997.21
LGE LV 1A TRAIN 19/20 YRS	51,785.60	1,991.75	53,339.17	2,051.51	54,939.35	2,113.05	56,587.53	2,176.44
LGE LV 1A 18/19 YRS CASUAL	58,450.71	2,248.10	60,204.23	2,315.55	62,010.36	2,385.01	63,870.67	2,456.56
LGE LV 1A UNDER 17 YRS CASUAL	42,863.87	1,648.61	44,149.79	1,698.07	45,474.28	1,749.01	46,838.51	1,801.48
LGE LV 1 CASUAL	76,197.60	2,930.68	78,483.53	3,018.60	80,838.03	3,109.16	83,263.18	3,202.43
LGE LV 1	61,949.26	2,382.66	63,807.74	2,454.14	65,721.97	2,527.77	67,693.63	2,603.60
LGE LV 1A	63,361.21	2,436.97	65,262.04	2,510.08	67,219.91	2,585.38	69,236.50	2,662.94
LGE LV 1A CASUAL	77,934.28	2,997.47	80,272.31	3,087.40	82,680.48	3,180.02	85,160.89	3,275.42
LGE LV 1A 19/20 YRS CASUAL	66,244.14	2,547.85	68,231.46	2,624.29	70,278.40	2,703.02	72,386.76	2,784.11
LGE LV 1A 17/18 YRS CASUAL	50,657.30	1,948.36	52,177.01	2,006.81	53,742.33	2,067.01	55,354.59	2,129.02
LGE LV 2	64,773.17	2,491.28	66,716.37	2,566.01	68,717.86	2,642.99	70,779.40	2,722.28
LGE LV 2 CASUAL	79,670.98	3,064.27	82,061.11	3,156.20	84,522.95	3,250.88	87,058.63	3,348.41
LGE LV 3 GARBAGE OUTDOOR	72,567.02	2,791.04	74,744.03	2,874.77	76,986.35	2,961.01	79,295.94	3,049.84
LGE LV 3	66,185.11	2,545.58	68,170.66	2,621.95	70,215.78	2,700.61	72,322.25	2,781.63
LGE LV 3 CASUAL	81,407.67	3,131.06	83,849.91	3,225.00	86,365.40	3,321.75	88,956.36	3,421.40
LGE LV 4	67,610.64	2,600.41	69,638.96	2,678.42	71,728.13	2,758.77	73,879.97	2,841.54
LGE LV 4 CASUAL	83,161.05	3,198.50	85,655.88	3,294.46	88,225.56	3,393.29	90,872.33	3,495.09
LGE LV 5	69,022.57	2,654.71	71,093.25	2,734.36	73,226.05	2,816.39	75,422.83	2,900.88
LGE LV 5 CASUAL	84,897.76	3,265.30	87,444.69	3,363.26	90,068.03	3,464.15	92,770.07	3,568.08
LGE LV 6	71,860.02	2,763.85	74,015.82	2,846.76	76,236.30	2,932.17	78,523.39	3,020.13

Classification	Ordinary wage from 1/7/2023		Ordinary wage from 1/7/2024 (3% increase)		Ordinary wage from 1/7/2025 (3% increase)		Ordinary wage from 1/7/2026 (3% increase)	
LGE LV 6 CASUAL	88,387.85	3,399.53	91,039.48	3,501.52	93,770.67	3,606.56	96,583.79	3,714.76
LGE LV 7	74,155.56	2,852.14	76,380.23	2,937.70	78,671.64	3,025.83	81,031.79	3,116.61
LGE LV 7 CASUAL	91,211.33	3,508.13	93,947.67	3,613.37	96,766.10	3,721.77	99,669.08	3,833.43
LGE LV 8	76,993.01	2,961.27	79,302.80	3,050.11	81,681.89	3,141.61	84,132.35	3,235.86
LGE LV 8 CASUAL	94,701.41	3,642.36	97,542.45	3,751.63	100,468.72	3,864.18	103,482.79	3,980.11
LGE LV 9	79,816.90	3,069.88	82,211.41	3,161.98	84,677.75	3,256.84	87,218.08	3,354.54
LGE LV 9 CASUAL	98,174.83	3,775.95	101,120.07	3,889.23	104,153.67	4,005.91	107,278.28	4,126.09
APP JNR - 1ST YR	38,903.76	1,496.30	40,070.87	1,541.19	41,273.00	1,587.42	42,098.46	1,619.17
APP JNR - 1ST YR - COMP TAFE	43,226.40	1,662.55	44,523.19	1,712.43	45,858.89	1,763.80	46,776.07	1,799.08
APP JNR - 2ND YR	47,549.05	1,828.81	48,975.52	1,883.67	50,444.78	1,940.18	51,453.68	1,978.99
APP JNR - 2ND YR - COMP TAFE	51,871.68	1,995.06	53,427.83	2,054.92	55,030.66	2,116.56	56,131.28	2,158.90
APP JNR - 3RD YR	64,839.61	2,493.83	66,784.80	2,568.65	68,788.35	2,645.71	70,164.11	2,698.62
APP JNR - 4TH YR	77,807.51	2,992.60	80,141.74	3,082.37	82,545.99	3,174.85	84,196.91	3,238.34
APP ADULT - 1ST YR	47,549.05	1,828.81	48,975.52	1,883.67	50,444.78	1,940.18	51,453.68	1,978.99
APP ADULT - 1ST YR - COMP TAFE	51,871.68	1,995.06	53,427.83	2,054.92	55,030.66	2,116.56	56,131.28	2,158.90
APP ADULT - 2ND YR	56,194.31	2,161.32	57,880.14	2,226.16	59,616.55	2,292.94	60,808.88	2,338.80
APP ADULT - 2ND YR - COMP TAFE	60,516.96	2,327.58	62,332.47	2,397.40	64,202.44	2,469.32	65,486.49	2,518.71
APP ADULT - 3RD YR	64,839.61	2,493.83	66,784.80	2,568.65	68,788.35	2,645.71	70,164.11	2,698.62
APP ADULT - 4TH YR	77,807.51	2,992.60	80,141.74	3,082.37	82,545.99	3,174.85	84,196.91	3,238.34

Tour Guides

Classification	Ordinary wage from 1/7/2023		Ordinary wage from 1/7/2024 (3% increase)		Ordinary wage from 1/7/2025 (3% increase)		Ordinary wage from 1/7/2026 (3% increase)	
	Annual	Fortnightly	Annual	Fortnightly	Annual	Fortnightly	Annual	Fortnightly
Tour Guides								
TOUR GUIDE L1 AA CASUAL	73,936.06	2,843.69	76,154.14	2,929.01	78,438.76	3,016.88	80,791.92	3,107.38

Signing page

Signed for and on behalf of Carpentaria
Shire Council (ABN 59 242 797 822) by

Name Mark Crawley

Signature

Position held

In the presence of:

Witness name Peter Ryan

Witness signature

Date: 5.7.2024

Signed for and on behalf of Queensland Services, Industrial Union of Employees (ABN 86 351 665 653) by

Name

Neil Henderson

Signature

Position held

In the presence of:

Witness name

John Donaghy

Witness signature

Date: 4/06/2024

Signed for and on behalf of The
Construction, Forestry, Mining & Energy,
Industrial Union of Employees,
Queensland
(ABN 12 898 529 251) by

Name

Kane Lowth
Signature

Position held

In the presence of:

Witness name

Emma Eaves
Witness signature

Date: 02.07.2024

Signed for and on behalf of The
Australian Workers' Union of Employees,
Queensland
(ABN 54 942 536 069) by

Name

Stacey Schinnerl
Signature

Position held

In the presence of:

Witness name

Cameron Dawle
Witness signature

Date: 07/06/2024

Signed for and on behalf of Plumbers
and Gasfitters Employees' Union,
Queensland Union of Employees
(ABN 51 918 867 235) by

Name

Gary O'Halloran
Signature

Position held

In the presence of:

Witness name

Shari Charrington
Witness signature

Date: 3/7/24