

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

Rockhampton Regional Council

AND

The Australian Workers' Union of Employees, Queensland

(Matter No. CB/2024/37)

**ROCKHAMPTON REGIONAL COUNCIL TREATMENT PLANT OPERATORS
CERTIFIED AGREEMENT 2022**

Certificate of Approval

On 14 February 2025, the Commission certified the attached written agreement in accordance with section 193 of the *Industrial Relations Act 2016*:

Name of Agreement: **ROCKHAMPTON REGIONAL COUNCIL TREATMENT
PLANT OPERATORS CERTIFIED AGREEMENT 2022**

Parties to the Agreement:

- Rockhampton Regional Council; and
- Australian Workers' Union of Employees, Queensland

Operative Date: 14 February 2025

Nominal Expiry Date: 1 July 2026

Previous Agreement: *Rockhampton Regional Council Treatment Plant Operators
Certified Agreement 2018*

**Termination Date of
Previous Agreement:** 14 February 2025

By the Commission

S.M. CADDIE
14 February 2025



Rockhampton Regional Council

Treatment Plant Operators

Certified Agreement 2022



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1 Administrative Arrangements

1.1 Title

- 1.1.1.1 This Agreement shall be known as the Rockhampton Regional Council Treatment Plant Operators Certified Agreement 2022 (Agreement).
- 1.1.1.2 This Agreement supersedes and replaces all previous Certified Agreements and other industrial arrangements that had application to Rockhampton Regional Council and Employees employed as Treatment Plant Operators.
- 1.1.1.3 The only exception is that terms of the Rockhampton Regional Council External Employees Certified Agreement 2022 are to be read and applied in conjunction with this Agreement. In the event of any inconsistency between the Rockhampton Regional Council External Employees Certified Agreement 2022 and this Agreement, this Agreement shall prevail to overcome any inconsistency.

1.2 Parties Bound

- 1.2.1.1 The Parties bound by this Agreement are:
 - Rockhampton Regional Council; and
 - Employees employed as Treatment Plant Operators who are members of the following union or are eligible to become so and for whom a classification contained in this Agreement applies:
 - AWU – The Australian Workers' Union of Employees, Queensland.

1.3 Date and Period of Operation

- 1.3.1.1 This Agreement shall be effective from the date of certification by QIRC and shall continue to have effect from the date of certification or until varied or terminated in accordance with the relevant legislation in place at the time. Where this Agreement is not varied or terminated in accordance with the relevant legislation, it shall continue to have full effect until it is varied or terminated.
- 1.3.1.2 The Parties to this Agreement agree to have their respective logs of claims presented to commence negotiations for a new collective agreement at least six (6) months prior to the expiry of this Agreement, with the view to concluding the negotiations prior to the nominal expiry date of this Agreement. The nominal expiry date is 1 July 2026.

1.4 Renegotiation

- 1.4.1.1 If the renegotiation activity conducted in accordance with clause 1.3.1.2 hereof has not resulted in a new agreement to take effect from 1 July 2026, unless this delay has been caused by a lack of Good Faith Bargaining by the Parties, as determined by the QIRC, to this Agreement, the Employer agrees to pay an increase equivalent to the Consumer Price Index (CPI) for the relevant March Quarter All Groups, applicable to Brisbane percentage change (from the corresponding quarter of the previous year) CPI catalogue 6401.0 as published by the Australian Bureau of Statistics, pending the successful completion of negotiations. Such increase will be absorbed into any increase negotiated for that new agreement.

1.5 Relationship to Industrial Instruments

- 1.5.1.1 This Agreement shall be read and applied in conjunction with the terms of the:
- a) Rockhampton Regional Council External Employees Certified Agreement 2022; and
 - b) Local Government Industry (Stream B) Award – State 2017.

In the event of any inconsistency between the Local Government Industry (Stream B) Award – State 2017, the Rockhampton Regional Council External Employees Certified Agreement 2022 and this Agreement, this Agreement shall prevail to the extent of the inconsistency.

1.6 Objectives of the Agreement

- 1.6.1.1 Provide a framework to define the employment terms and conditions and associated remuneration for a flexible team of competently qualified Water and Sewerage Treatment Plant Operators that meet the current and future business needs of the Employer's water and sewerage operations.
- 1.6.1.2 Provide a consultative environment for the Employer, Council's Leadership Team, Water and Sewerage Treatment Plant Operators and their unions to develop and engage in continuous improvement, efficient work practices and improved service delivery.

1.7 Vision and Values

- 1.7.1.1 Council has embarked on an organisational journey to achieve Our Vision of One Great Council that is efficient, flexible, and focused in the delivery of services.
- 1.7.1.2 Everything Council does and aspires to do; now and into the future; is underpinned by its values which define the culture of the organisation and the behaviours that form our interactions with each other, our families and the community. Our Values are:

***Accountable – Customer Focussed – People Development – One Team –
Continuous Improvement – Safety First***

- 1.7.1.3 During the life of the Agreement, the Parties to this Agreement will explore all options with the intent to implement the following:
- Maximising workforce resourcing across the organisation,
 - Improve workforce planning particularly for seasonal and project work,
 - Enable a flexible and productive workplace via contemporary rostering arrangements,
 - Enhance the ability for Employees to work across teams and units to increase their skills, knowledge and abilities,
 - Decrease outsourcing reliance,
 - Minimise impacts on the community through increased service delivery,
 - Increase plant utilisation,
 - Develop and implement best practice workforce strategies, policies, and procedures, and
 - Ensure appropriate training is provided enabling all Employees to fully understand relevant policies, procedures, processes and their accountabilities in fulfilling these obligations.
- 1.7.1.4 The Employer will work collaboratively with the Parties to this Agreement via the JCC, the Operational Consultative Working Group and consultative mechanisms to explore options towards achieving the abovementioned objectives.

1.8 Equal Employment Opportunity

1.8.1.1 The Employer recognises the importance of maintaining diversity in the workplace, equal remuneration for work of equal value and ensuring that existing practices of encouragement of equality of employment and development opportunities, continue, and are promoted.

This will include:

- Reviewing position descriptions, prior to advertisement, to ensure non-bias; - Inclusion of statements during recruitment that the Employer is an equal opportunity employer.
- Ensuring selection of applicants for vacant positions is conducted in accordance with the law.
- Giving appropriate and meaningful consideration of workplace flexibility requests.
- Ensuring approval of development opportunities is managed in a fair and equitable manner.

1.8.1.2 The Employer is committed to equal remuneration for work of equal / comparable value.

1.9 Definitions

1.9.1.1 Agreement – shall mean the Rockhampton Regional Council Treatment Plant Operators Certified Agreement 2022.

1.9.1.2 CEO – the Chief Executive Officer of the Rockhampton Regional Council.

1.9.1.3 Consultation – shall mean the timely exchange of information by the Parties and the Employees that enables all the participants to genuinely contribute to the decision-making process, taking into consideration all relevant views of the participants.

1.9.1.4 Continuous Shift Work – shall mean a series of shifts where an Employee is employed on a rotational basis on a 24-hour continuous shift operation over a period of seven (7) days per week.

1.9.1.5 Day – for the purpose of On Call Allowance, day is recognised as that period from an Employee's finishing time on one ordinary working day to the starting time of the next ordinary working day.

1.9.1.6 Employer – shall have the same meaning as that cited in the *Local Government Act 2009*, i.e. Chief Executive Officer.

1.9.1.7 LGIA – Local Government Industry (Stream B) Award – State 2017, Operational Services.

1.9.1.8 QIRC – shall mean the Queensland Industrial Relations Commission.

1.9.1.9 The Act – shall mean, except where otherwise stated, the *Industrial Relations Act 2016*.

1.10 Posting of the Agreement

1.10.1.1 A true copy of this Agreement shall be displayed in the workplace immediately following certification with convenient access to Employees. Further, the Employer undertakes to provide education and/or awareness training to all Employees regarding the intent and application of this Agreement within three (3) months of the date of certification.

2 Industrial Environment

2.1 Notification of Change

- 2.1.1.1 Before making a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on Employees, the Employer shall notify the Employees who may be affected by the proposed changes and the relevant union.
- 2.1.1.2 “Significant effects” include termination of employment, major changes in the composition, operation or size of the Employer’s workforce or in the skills required; the elimination or diminishing of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; changes to work rosters; the need for retraining or transfer of Employees to other work or locations; and the restructuring of jobs provided that where the Award makes provision for alteration of any of the matters referred to herein an alteration shall be deemed not to have significant effect.
- 2.1.1.3 The Employer shall discuss with the Employees affected and the relevant union among others, the introduction of the changes referred to in clauses 2.1.1.1 and 2.1.1.2 hereof, the effects the changes are likely to have on Employees, measures to avert or mitigate the adverse effects of such changes on Employees (e.g. by finding alternative employment) and shall give genuine consideration to matters raised by the Employees and/or the relevant union in relation to the changes.
- 2.1.1.4 The discussions shall commence as early as practicable after a proposal has been made by the Employer to make the changes referred to in clause 2.1.1.1 hereof.
- 2.1.1.5 For the purposes of such discussion, the Employer shall provide in writing to the Employees concerned and the relevant union 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 provided that the Employer shall not be required to disclose confidential information the disclosure of which would be detrimental to the Employer’s interests.
- 2.1.1.6 Where the Employer is proposing to undertake organisational restructuring that has significant effects, the Employer will provide affected Employees and their relevant union a summary of the proposed changes to the new structure including any current positions which are likely to be displaced and/or deemed redundant, proposed new positions, and a list of potentially affected Employees, including the Employer’s proposal to mitigate the effects on each affected Employee.
- 2.1.1.7 The Employer agrees to consult on the acquisition and transfer of any plant and equipment as well as any required modifications for the plant and equipment with any directly affected Employees. Purchase and/or transfer are able to proceed once relevant Employees are consulted as required. The Employer will ensure that new plant and equipment being received is fit for purpose and not requiring unknown or unplanned modifications.

2.2 Prevention and Settlement of Disputes and Grievances

- 2.2.1.1 Effective communication between Employees and the Employer is a pre-requisite to good industrial relations and the following procedure is set down in order that any grievance or dispute may be resolved quickly to maintain sound work relationships.
- 2.2.1.2 This procedure aims to avoid industrial disputes, or where a dispute occurs, to provide a means of settlement based on consultation, cooperation and discussion and the avoidance of interruption to work performance.

- 2.2.1.3 During any dispute, the status quo existing immediately prior to the matter giving rise to the dispute will remain and work shall continue as it was prior to the dispute without stoppage, of the imposition of any ban, limitation or restriction. No party shall be prejudiced as to a final settlement by the continuance of work in accordance with this clause.
- 2.2.1.4 Where a bona fide Work Health and Safety issue is involved, an Employee shall not work in an unsafe environment. Where appropriate, the Employee shall accept reassignment to alternative suitable duties or an alternative work environment whilst a resolution to the matter is pending.
- 2.2.1.5 In the event of any dispute/grievance arising between the Employer and an Employee in relation to this Agreement and any employment related matter arising; subject to the QIRC having the jurisdiction to deal with the dispute/grievance; this procedure shall apply.
- 2.2.1.6 Discussions at any Step of the procedure shall not be unreasonably delayed by any Party. Sensible time limits shall be allowed for the completion of the various stages. Generally, Steps (1) and (2) below should, if possible, take place within seven (7) days after the request of the Employee or the Employee's union representative. At least 14 days should be allowed for Step (3). If further time is required at any Step; the Parties will discuss extending the period and the reasons for the extension.
- 2.2.1.7 Step 1
- Any Employee with a dispute/grievance will promptly raise the matter with their immediate supervisor who will endeavour to resolve the matter as soon as possible. The Employee may request union representation or a nominated support person to assist them in the process.
- 2.2.1.8 Step 2
- If the matter is not resolved at this level, the Employee shall discuss the matter at issue with their Manager. The Employee may request union representation or a nominated support person to assist them in the process. A Workforce and Governance representative may also become involved at this stage.
- 2.2.1.9 Step 3
- Should the matter remain unresolved, it should then be referred to the CEO who will attempt to facilitate a resolution with the Employee. The Employee may request union representation or a nominated support person to assist them in the process. The CEO may delegate to a senior officer to facilitate the process on the CEO's behalf.
- 2.2.1.10 Step 4
- If the matter remains unresolved, it may be referred by either Party to the QIRC for conciliation and finally arbitration if no agreement can be reached. The arbitrated decision of the QIRC will be binding on all Parties to the matter, subject to the Parties' rights of appeal under the relevant legislation.
- 2.2.1.11 Either Party may raise the issue to a higher stage at any time having regard to the issue involved. Provided that a dispute shall not be referred to the next stage until a genuine attempt to resolve the matter has been made at the appropriate stage.
- 2.2.1.12 There shall be a commitment by the Parties to achieve adherence to this procedure including the earliest possible advice by one Party to the other of any issue or problem which may give rise to a grievance or dispute. Throughout all stages of the procedure all relevant facts shall be clearly identified and recorded.

2.2.1.13 The above procedure does not restrict the Employer or an authorised officer of the relevant union from making representations to each other at any stage in this procedure.

2.2.1.14 Where there are allegations of sexual harassment, an Employee may commence the grievance at Step 3.

3 Employee Benefits

3.1 Wage/Salary Increase

3.1.1.1 Base rates for Employees who have their terms and conditions of employment regulated by this Agreement are detailed in Appendix 1 to this Agreement. Appendix 1 also provides information of wage increases over the life of this Agreement.

3.1.1.2 The Employer in determining the annualised remuneration has given consideration to the ordinary and overtime hours worked, the application of relevant allowances and the qualifications relevant to treatment plant operations. Specific details of remuneration calculation tables are provided in Appendix 2.

3.1.1.3 Any decision of the QIRC that has the effect of adjusting the ordinary hourly rates of classifications of any Award mentioned in clause 1.5 or any other Award covering Employees covered by this Agreement shall not apply.

3.2 Annualised Remuneration Criteria

3.2.1.1 Differing annualised remuneration rates are based on the following criteria:

(a) The normal length of an ordinary shift worked either –

- Eight (8) hours and 30 minutes for all Sewerage Treatment Plant Operators; or
- 12 hours for all Glenmore Water Treatment Plant Operators.

(b) The level of a Treatment Plant Operator's qualifications, either –

- If a Treatment Plant Operator possesses less than a relevant Certificate II qualification – they will receive less than the full LGIA level nine (9).
- For those Treatment Plant Operators who are currently in receipt of LGIA level nine (9) based payments – they will not have their remuneration reduced, based solely on the condition that minimum current industry standard qualifications are fully completed within one (1) year from this Agreement being certified.

3.2.1.2 The Employer has provided the condition in clause 3.2.1.1 in recognition of years of service and experience for current Treatment Plant Operators who possess less than relevant Certificate II qualifications.

- If a Treatment Plant Operator possesses a relevant Certificate II or greater qualification then the full LGIA level nine (9) base rate shall be applicable.
- Payment at the higher rate will be effective from the date of confirmation of the attainment of the relevant Certificate II or greater qualification.

3.2.1.3 The annualised hourly base rates; as at 1 July 2022; utilising the above criteria for the differing levels of remuneration are as follows:

(a) A Sewerage Treatment Plant Operator working eight (8) hours and 30 minutes ordinary shift and possesses less than a relevant Certificate II qualification, then their annualised hourly base rate equates to \$49.73 (per hour).

(b) A Sewerage Treatment Plant Operator working eight (8) hours and 30 minutes ordinary shift and possesses a relevant Certificate II or greater qualification, then their

annualised hourly base rate equates to \$50.69 (per hour).

- (c) A Water Treatment Plant Operator working 12 hours ordinary shift and possesses less than a relevant Certificate II qualification, then their annualised hourly base rate equates to \$53.89 (per hour).
- (d) A Water Treatment Plant Operator working 12 hours ordinary shift and possesses a relevant Certificate II or greater qualification, then their annualised hourly base rate equates to \$55.52 (per hour).

3.2.1.4 Whilst the Parties recognise that under the relevant Award, live sewer allowance is not payable to Employees engaged at sewerage treatment plants, the annualised remuneration in Appendix 2 includes a provision for working on live sewer work which recognises that Sewerage Treatment Plant Operators are exposed to greater levels of live sewer through working at or with:

- Various sewerage treatment plants operated by the Employer;
- Processing and transporting biosolids; and
- Cleaning of equipment associated with the processing of sewage.

3.2.1.5 At the same time, all Sewerage Treatment Plant Operators shall not be entitled to claim any further allowances under any associated Industrial Instruments for live sewer work, unless assisting Employees with confined space work that is not undertaken in a treatment plant, while satisfying the criteria for Live Sewer Allowance in accordance with the Rockhampton Regional Council External Employees Certified Agreement 2022.

Water Treatment Plant Operators shall be entitled to Live Sewer Allowance in accordance with the Rockhampton Regional Council External Employees Certified Agreement 2022 when satisfying the criteria of Live Sewer Allowance when working in a Sewerage Treatment Plant; or when assisting with confined space work that is not undertaken in a treatment plant.

3.3 Superannuation

3.3.1.1 From the commencement of this Agreement, the Employer's superannuation contribution shall be based on the annualised remuneration referred to in clause 3.1 and may be deducted as a salary sacrifice in accordance with clause 5.5 of the Rockhampton Regional Council External Employees Certified Agreement 2022.

4 Hours of Work

4.1 Hours of Work

4.1.1.1 The normal hours of work will differ based on the normal length of ordinary shift being worked as stated in clause 3.2.1.1 (i.e. Eight (8) hours and 30 minutes or 12 hours). Meal and crib breaks and associated allowances are to be paid in accordance with the LGIA provisions via claims made on timesheets.

4.2 Sewerage Treatment Plant Operators (8 hours and 30 minutes per day)

4.2.1.1 Treatment Plant Operators who are required to work the eight (8) hours and 30 minutes ordinary shift will be required to work between the hours of 7.00am to 4.00pm Monday to Friday, or if required to be altered as per clause 7.1 of the Rockhampton Regional Council External Employees Certified Agreement 2022.

4.2.1.2 The applicable lunch period for each full-time Treatment Plant Operator will be 30 minutes. Subject to agreement by the relevant work team, the two (10) minute rest pauses may be banked and taken as one twenty (20) minute break prior to the lunch period. The Employer has the right to stagger the time taken for rest pauses. Rest pauses will be taken on the job,

if adequate amenities are available.

4.2.1.3 Treatment Plant Operators will be entitled to work a nine (9) day fortnight with each Treatment Plant Operator entitled to one (1) rostered day off each fortnight. Rostered days off shall be staggered so that at any given time four (4) Treatment Plant Operators will be normally available for work at all times, including during periods of annual or long service leave.

4.2.1.4 An example of a standard fortnight of hours for a full-time Employee accruing an RDO with a 30 minute lunch break is depicted in the below table, the RDO day may vary in the fortnight. The day before the RDO will be reduced by 30 minutes. Alteration to the standard fortnightly hours may be altered through mutual agreement between the Employee/s and the Employer.

	<i>Mon</i>	<i>Tues</i>	<i>Wed</i>	<i>Thurs</i>	<i>Fri</i>
<i>Week 1</i>	8:30	8:30	8:30	8:30	8:30
<i>Week 2</i>	8:30	8:30	8:30	8:00	RDO

4.2.1.5 Under normal conditions, the Treatment Plant Operator on call is required to work six (6) hours on Saturday and six (6) hours on Sunday on a four (4) weekly roster basis.

4.2.1.6 On statutory (public) holidays under normal conditions, the Treatment Plant Operator on call is required to work six (6) hours which shall be paid at time and a half at the annualised base rate in this Agreement and an equivalent day added to their annual leave balance exclusive of leave loading.

4.3 Water Treatment Plant Operators (12 hours per day)

4.3.1.1 Treatment Plant Operators who are required to work the 12 hour ordinary shift will be required to work according to a 24 hour, seven (7) day per week continuous shift roster. Each Treatment Plant Operator shall be required to work a minimum of 14 shifts, each of 12 hours, in a 28 day scheduled roster cycle. As much as possible, these 14 shifts should be made up of an even mix of morning and afternoon shifts and weekend work shared amongst the Treatment Plant Operators on the roster.

4.3.1.2 Where the roster permits, each Treatment Plant Operator is required to be available to attend the work site for two (2) hours of training (Toolbox meetings) every 28 day roster cycle. The Employer shall provide at least seven (7) days' notice of a toolbox meeting unless otherwise agreed by both the Employee and Employer.

If this time is additional to the Employees rostered 14 shifts, the Employee shall be paid at time and a half at the annualised base rate in this Agreement for the time worked.

4.4 Overtime, on call and callouts

4.4.1.1 Payment of overtime, on call and callouts worked will differ based on the length of shift being worked and qualifications held as stated in clause 3.2.1.1.

4.4.1.2 The Employer's preference is to provide payment for overtime for additional time worked beyond the Employees rostered shifts, however, the Employee may request that any such time be banked into the Employee's Accrued Time Bank (ATB) in accordance with the Rockhampton Regional Council External Employees Certified Agreement 2022.

4.5 Sewerage Treatment Plant Operators (8 hours and 30 minutes per day)

4.5.1.1 Treatment Plant Operators who work the eight (8) hours and 30 minutes ordinary shift, and are required to continue work after their normal finishing time shall be paid at the annualised hourly rate as per the LGIA provisions for overtime (i.e. first three (3) hours at 1.5 times the

hourly rate and two (2) times the hourly rate for the time worked thereafter).

- 4.5.1.2 Callouts will be paid at the annualised hourly rate as per the LGIA provisions for overtime (i.e. first three (3) hours at 1.5 times the hourly rate and two (2) times the hourly rate for the time worked thereafter). A minimum of four (4) hours will be paid for the first callout in any 24 hour period and any subsequent callout on that day will be paid at a minimum of two (2) hours, however when undertaking planned overtime on Saturdays and/or Sundays, they shall not receive the minimum of four (4) hours for a callout, they shall only be paid for the actual time worked.
- 4.5.1.3 Treatment Plant Operators are required to be on call on a rotational basis in accordance with the section's financial year based roster. Payment of an on call allowance has been included in the annualised hourly rate.
- 4.5.1.4 Treatment Plant Operators shall have their annualised wage rates based on 13 rostered on call weeks and the Parties agree that whilst some flexibility will be shown with that, Employees may, under this Agreement, be required to be on call for up to 15 weeks per financial year to meet operational requirements.
- 4.5.1.5 Should a Treatment Plant Operator be required to be available for on call services in excess of the 15 weeks as per clause 4.5.1.4 above, that Employee will be entitled to be paid the on call allowance as per clause 9.1 of the Rockhampton Regional Council External Employees Certified Agreement 2022 for the on call weeks in excess of the agreed 15 weeks.

4.6 Water Treatment Plant Operators (12 hours per day)

- 4.6.1.1 Treatment Plant Operators who work the 12 hour ordinary shift, and are required to work more than 14 shifts in a 28 day scheduled roster cycle, shall be paid overtime for any additional hours worked at time and a half for the first three hours and double time thereafter, at the annualised rate of pay. If an ordinary rostered shift is moved for any reason, by mutual agreement between parties, this change will not incur overtime.
- 4.6.1.2
- 4.6.1.3 Any overtime worked shall be paid in the Employees following pay period excluding after public holidays and End of Year Closedown where overtime payment may be slightly delayed.
- 4.6.1.4 Callouts shall be paid at the annualised hourly rate as per the LGIA provisions for overtime (i.e. first three (3) hours at 1.5 times the hourly rate and two (2) times the hourly rate for the time worked thereafter). A minimum of four (4) hours will be paid for the first callout in any 24 hour period and any subsequent callout on that day will be paid at a minimum of two (2) hours.

5 Miscellaneous

5.1 All Other Terms and Conditions

- 5.1.1.1 All other terms and conditions not specifically identified in this Agreement will be covered by the Rockhampton Regional Council External Employees Certified Agreement 2022 in the first instance or by the LGIA where not specifically referred to in the Rockhampton Regional Council External Employees Certified Agreement 2022.

5.2 No Extra Claims

- 5.2.1.1 The Parties agree that in the life of this Agreement no extra claims shall be sought for the life of this Agreement.
- 5.2.1.2 State Wage Case variations shall not apply during the life of this Agreement. Any Arbitrated

Safety Net Adjustments or general adjustments shall be absorbable.

6 Appendices

6.1 Appendix 1 – Base Remuneration Classification Structure

The following table includes the annual increases of Year 1 – 3%, Year 2 and 3 – 3% or Consumer Price Index (CPI) whichever is greater and Year 4 – 2.5% or Consumer Price Index (CPI) whichever is greater commencing from 1 July 2022 subject to this Agreement being certified by the QIRC.

CPI – shall be the relevant March Quarter All Groups, applicable to Brisbane percentage change (from corresponding quarter of the previous year) CPI catalogue 6401.0 as published by the Australian Bureau of Statistics.

* Please note that the rates listed below are base rates only and do not include any allowances, annualised or otherwise.

** Decimals for annum figures have been rounded up/down accordingly.

*** Year 2 wage increase incorporates a Consumer Price Index (CPI) of 7.4%.

Level	As at 1/7/2022		As at 1/7/2023		As at 1/7/2024		As at 1/7/2025	
	Plus 3%		Plus 7.4%***		Plus 3%		Plus 2.5%	
	Weekly	Annual	Weekly	Annual	Weekly	Annual	Weekly	Annual
Operational Services								
StrB L8	\$1,311.97	\$68,222	\$1,409.05	\$73,270	\$1,451.32	\$75,469	\$1,487.60	\$77,355
StrB L9	\$1,352.74	\$70,342	\$1,452.84	\$75,547	\$1496.42	\$77,814	\$1,533.83	\$79,759

6.2 Appendix 2 – Annualised Salary Calculations

6.2.1 Sewerage Treatment Plant Operators: Eight (8) hours and 30 minutes – Stream B Level 8/9

6.2.1.1 The below calculations highlight the composition of the annualised hourly rate for Treatment Plant Operators who work an eight (8) hour and 30 minute day. The calculations below are for level 8 / level 9 qualified Treatment Plant Operators as indicated in clause 3.2.1.1.

6.2.1.2 The below calculations are based on rates from the Rockhampton Regional Council External Employees Certified Agreement 2022 from 1 July 2022.

6.2.1.3 Annualised Rate Calculation

Base Rate Calculation

12%	Superannuation
\$35.83	New Hourly Base Rate + Site Allowance as of 1 July 2022
\$53.75	Overtime Rate – Sat (1.5)
\$71.67	Overtime Rate – Sun (2.0)
1976	Total Hours Worked including Saturday & Sunday (including penalty rates)
\$70,815.25	Base Annual Wage

Weekend Rate Calculation

136.5	Saturday including penalty – 6 hours worked
156	Sunday including penalty – 6 hours worked
292.5	Total Weekend Penalty Hours
\$10,482.52	Weekend Wage

Annualised Allowance Calculation

\$953.28	Leave Loading (152 hours per annum by 17.5%)
\$987.50	On Call Allowance Mon – Fri
\$1,827.72	On Call Allowance Saturday 4 hours at Base Hourly Rate
\$3,655.44	On Call Allowance Sunday 8 hours at Base Hourly Rate
\$860.10	On Call Allowance Public Holidays 8 hours at Base Hourly Rate
\$7,277.29	Live Sewer
\$1,421.75	Toilet Cleaning
\$16,983.09	Total Annualised Allowances
\$98,280.86	Annualised Annual Wage (Base Annual Wage + Weekend Wage + Total Annual Allowances)
\$49.73	Annualised Hourly Rate

6.2.1.4 Meal and crib breaks and associated allowances are not included in the above calculation. They shall be paid in accordance with the LGIA provisions via claims made on weekly timesheets.

6.2.2 Sewerage Treatment Plant Operators: Eight (8) hours and 30 minutes – Stream B Level 8/9

6.2.2.1 The below calculations highlight the composition of the annualised hourly rate for Treatment Plant Operators who work an eight (8) hour and 30 minute day. The calculations below are for level 8 / level 9 qualified Treatment Plant Operators as indicated in clause 3.2.1.1.

6.2.2.2 The below calculations are based on rates that are current from the certification of this Agreement.

6.2.2.3 Annualised Rate Calculation

Base Rate Calculation

12%	Superannuation
\$38.78	New Hourly Base Rate + Site Allowance
\$58.18	Overtime Rate – Sat (1.5)
\$77.57	Overtime Rate – Sun (2.0)
1976	Total Hours Worked including Saturday & Sunday (including penalty rates)
\$76,644.80	Base Annual Wage

Weekend Rate Calculation

136.5	Saturday including penalty – 6 hours worked
156	Sunday including penalty – 6 hours worked
292.5	Total Weekend Penalty Hours
\$11,345.45	Weekend Wage

Annualised Allowance Calculation

\$1,031.76	Leave Loading (152 hours per annum by 17.5%)
\$1,250.00	On Call Allowance Mon – Fri
\$1,978.18	On Call Allowance Saturday 4 hours at Base Hourly Rate
\$3,956.36	On Call Allowance Sunday 8 hours at Base Hourly Rate
\$930.91	On Call Allowance Public Holidays 8 hours at Base Hourly Rate
\$7,876.36	Live Sewer
\$1,809.50	Toilet Cleaning
\$18,833.07	Total Annualised Allowances
\$106,823.32	Annualised Annual Wage (Base Annual Wage + Weekend Wage + Total Annual Allowances)
\$54.06	Annualised Hourly Rate

6.2.2.4 Meal and crib breaks and associated allowances are not included in the above calculation. They shall be paid in accordance with the LGIA provisions via claims made on weekly timesheets.

6.2.3 Sewerage Treatment Plant Operators: Eight (8) hours and 30 minutes – Stream B Level 9

6.2.3.1 The below calculations highlight the composition of the annualised hourly rate for Treatment Plant Operators who work an eight (8) hour and 30 minute day. The calculations below are for level 9 qualified Treatment Plant Operators as indicated in clause 3.2.1.1.

6.2.3.2 The below calculations are based on rates from the Rockhampton Regional Council External Employees Certified Agreement 2022 from 1 July 2022.

6.2.3.3

6.2.3.4 Annualised Rate Calculation

Base Rate Calculation

12%	Superannuation
\$36.54	New Hourly Base Rate + Site Allowance as of 1 July 2022
\$54.81	Overtime Rate – Sat (1.5)
\$73.09	Overtime Rate – Sun (2.0)
1976	Total Hours Worked including Saturday & Sunday (including penalty rates)
\$72,214.48	Base Annual Wage

Weekend Rate Calculation

136.5	Saturday including penalty – 6 hours worked
156	Sunday including penalty – 6 hours worked
292.5	Total Weekend Penalty Hours
\$10,689.64	Weekend Wage

Annualised Allowance Calculation

\$972.12	Leave Loading (152 hours per annum by 17.5%)
\$987.50	On Call Allowance Mon – Fri
\$1863.84	On Call Allowance Saturday 4 hours at Base Hourly Rate
\$3,727.67	On Call Allowance Sunday 8 hours at Base Hourly Rate
\$877.10	On Call Allowance Public Holidays 8 hours at Base Hourly Rate
\$7,421.08	Live Sewer
\$1,421.75	Toilet Cleaning
\$17,271.05	Total Annualised Allowances
\$100,175.18	Annualised Annual Wage (Base Annual Wage + Weekend Wage + Total Annual Allowances)
\$50.69	Annualised Hourly Rate

6.2.3.5 Meal and crib breaks and associated allowances are not included in the above calculation. They shall be paid in accordance with the LGIA provisions via claims made on weekly timesheets.

6.2.4 Sewerage Treatment Plant Operators: Eight (8) hours and 30 minutes – Stream B Level 9

6.2.4.1 The below calculations highlight the composition of the annualised hourly rate for Treatment Plant Operators who work an eight (8) hour and 30 minute day. The calculations below are for level 9 qualified Treatment Plant Operators as indicated in clause 3.2.1.1.

6.2.4.2 The below calculations are based on rates that are current from the certification of this Agreement.

6.2.4.3 Annualised Rate Calculation

Base Rate Calculation

12%	Superannuation
\$39.54	New Hourly Base Rate + Site Allowance as of 1 July 2022
\$59.32	Overtime Rate – Sat (1.5)
\$79.09	Overtime Rate – Sun (2.0)
1976	Total Hours Worked including Saturday & Sunday (including penalty rates)
\$78,147.68	Base Annual Wage

Weekend Rate Calculation

136.5	Saturday including penalty – 6 hours worked
156	Sunday including penalty – 6 hours worked
292.5	Total Weekend Penalty Hours
\$11,567.91	Weekend Wage

Annualised Allowance Calculation

\$1,051.99	Leave Loading (152 hours per annum by 17.5%)
\$1,250.00	On Call Allowance Mon – Fri
\$2,016.97	On Call Allowance Saturday 4 hours at Base Hourly Rate
\$4,033.94	On Call Allowance Sunday 8 hours at Base Hourly Rate
\$949.16	On Call Allowance Public Holidays 8 hours at Base Hourly Rate
\$8,030.80	Live Sewer
\$1,809.50	Toilet Cleaning
\$19,142.36	Total Annualised Allowances
\$108,857.95	Annualised Annual Wage (Base Annual Wage + Weekend Wage + Total Annual Allowances)
\$55.09	Annualised Hourly Rate

6.2.4.4 Meal and crib breaks and associated allowances are not included in the above calculation. They shall be paid in accordance with the LGIA provisions via claims made on weekly timesheets.

6.2.5 Water Treatment Plant Operators: Twelve (12) hours – Stream B Level 8

6.2.5.1 The below calculations highlight the composition of the annualised hourly rate for Treatment Plant Operators who work a 12 hour day. The calculations below are for level 8 qualified Treatment Plant Operators as indicated in clause 3.2.1.1.

6.2.5.2 The below calculations are based on rates from the Rockhampton Regional Council External Employees Certified Agreement 2022 from 1 July 2022.

6.2.5.3 Annualised Rate Calculation

12%	Superannuation
\$35.47	New Hourly Base Rate + Site Allowance as of 1 July 2022
\$70.94	Overtime Rate
2184	Total Hours Worked (14 * 13 * 12)
\$77,472.79	Value per annum of Total Hours Worked at Hourly Base Rate
1352	Hours paid at Hourly Base Rate
\$47,959.35	Value per annum of hours worked at Hourly Base Rate
585	Saturday hours including penalty
624	Sunday hours including penalty
1209	Total weekend hours including penalty
\$42,886.72	Weekend \$ including penalty
130	Weekday shifts
\$5,257.08	Shift penalty
\$14,756.72	16 hours overtime per 28 day cycle at double time
\$1,303.63	Leave Loading (5 weeks per annum by 17.5%)
\$3,831.07	Statutory holidays 6 days (12 hours) at extra 150%
\$1,702.70	Statutory holidays 6 days (8 hours) added to annual leave entitlement
\$117,697.28	Annualised Annual Wage
\$53.89	Annualised Hourly Rate

6.2.5.4 Meal and crib breaks and associated allowances are not included in the above calculation. They shall be paid in accordance with the LGIA provisions via claims made on weekly timesheets.

6.2.6 Water Treatment Plant Operators: Twelve (12) hours – Stream B Level 8

6.2.6.1 The below calculations highlight the composition of the annualised hourly rate for Treatment Plant Operators who work a 12 hour day. The calculations below are for level 8 qualified Treatment Plant Operators as indicated in clause 3.2.1.1.

6.2.6.2 The below calculations are based on rates that are current from the certification of this Agreement.

6.2.6.3 Annualised Rate Calculation

12%	Superannuation
\$38.39	New Hourly Base Rate + Site Allowance as of 1 July 2022
\$76.79	Overtime Rate
2184	Total Hours Worked (14 * 13 * 12)
\$83,856.97	Value per annum of Total Hours Worked at Hourly Base Rate
1352	Hours paid at Hourly Base Rate
\$51,911.46	Value per annum of hours worked at Hourly Base Rate
585	Saturday hours including penalty
624	Sunday hours including penalty
1209	Total weekend hours including penalty
\$46,420.82	Weekend \$ including penalty
130	Weekday shifts
\$5,690.29	Shift penalty
\$15,972.76	16 hours overtime per 28 day cycle at double time
\$1,411.05	Leave Loading (5 weeks per annum by 17.5%)
\$4,146.77	Statutory holidays 6 days (12 hours) at extra 150%
\$1,843.01	Statutory holidays 6 days (8 hours) added to annual leave entitlement
\$127,396.17	Annualised Annual Wage
\$58.33	Annualised Hourly Rate

6.2.6.4 Meal and crib breaks and associated allowances are not included in the above calculation. They shall be paid in accordance with the LGIA provisions via claims made on weekly timesheets.

6.2.7 Water Treatment Plant Operators: Twelve (12) hours – Stream B Level 9

6.2.7.1 The below calculations highlight the composition of the annualised hourly rate for Treatment Plant Operators who work a 12 hour day. The calculations below are for level 9 qualified Treatment Plant Operators as indicated in clause 3.2.1.1.

6.2.7.2 The below calculations are based on rates from the Rockhampton Regional Council External Employees Certified Agreement 2022 from 1 July 2022.

6.2.7.3 Annualised Rate Calculation

12%	Superannuation
\$36.54	New Hourly Base Rate + Site Allowance as of 1 July 2022
\$73.09	Overtime Rate
2184	Total Hours Worked (14 * 13 * 12)
\$79,816.01	Value per annum of Total Hours Worked at Hourly Base Rate
1352	Hours paid at Hourly Base Rate
\$49,409.91	Value per annum of hours worked at Hourly Base Rate
585	Saturday hours including penalty
624	Sunday hours including penalty
1209	Total weekend hours including penalty
\$44,183.86	Weekend \$ including penalty
130	Weekday shifts
\$5,416.09	Shift penalty
\$15,203.05	16 hours overtime per 28 day cycle at double time
\$1,343.06	Leave Loading (5 weeks per annum by 17.5%)
\$3,946.95	Statutory holidays 6 days (12 hours) at extra 150%
\$1,754.20	Statutory holidays 6 days (8 hours) added to annual leave entitlement
\$121,257.10	Annualised Annual Wage
\$55.52	Annualised Hourly Rate

6.2.7.4 Meal and crib breaks and associated allowances are not included in the above calculation. They shall be paid in accordance with the LGIA provisions via claims made on weekly timesheets.

6.2.8 Water Treatment Plant Operators: Twelve (12) hours – Stream B Level 9

6.2.8.1 The below calculations highlight the composition of the annualised hourly rate for Treatment Plant Operators who work a 12 hour day. The calculations below are for level 9 qualified Treatment Plant Operators as indicated in clause 3.2.1.1.

6.2.8.2 The below calculations are based on rates that are current from the certification of this Agreement.

6.2.8.3 Annualised Rate Calculation

12%	Superannuation
\$39.54	New Hourly Base Rate + Site Allowance as of 1 July 2022
\$79.09	Overtime Rate
2184	Total Hours Worked (14 * 13 * 12)
\$86,373.75	Value per annum of Total Hours Worked at Hourly Base Rate
1352	Hours paid at Hourly Base Rate
\$53,469.46	Value per annum of hours worked at Hourly Base Rate
585	Saturday hours including penalty
624	Sunday hours including penalty
1209	Total weekend hours including penalty
\$47,814.04	Weekend \$ including penalty
130	Weekday shifts
\$5,861.08	Shift penalty
\$16,452.14	16 hours overtime per 28 day cycle at double time
\$1,453.40	Leave Loading (5 weeks per annum by 17.5%)
\$4,271.23	Statutory holidays 6 days (12 hours) at extra 150%
\$1,898.32	Statutory holidays 6 days (8 hours) added to annual leave entitlement
\$131,219.68	Annualised Annual Wage
\$60.08	Annualised Hourly Rate

6.2.8.4 Meal and crib breaks and associated allowances are not included in the above calculation. They shall be paid in accordance with the LGIA provisions via claims made on weekly timesheets.

6.3 Annualised Remuneration Classifications Structure

6.3.1.1 The Table below reflects the above annualised wage rates applicable from 1 July 2022 including the annual increases of Year 1 – 3%, Year 2 and 3 – 3% or Consumer Price Index (CPI) whichever is greater and Year 4 – 2.5% or Consumer Price Index (CPI) whichever is greater subject to this Agreement being certified by the QIRC. The annual percentage increase is applied to the base hourly rate, and then the annualised sums are calculated.

6.3.1.2 CPI – shall be the relevant March Quarter All Groups, applicable to Brisbane percentage change (from corresponding quarter of the previous year) CPI catalogue 6401.0 as published by the Australian Bureau of Statistics.

* Decimals for annum figures have been rounded up/down accordingly.

** Year 2 wage increase incorporates a Consumer Price Index (CPI) of 7.4%.

Level	As at 1/07/2022		As at 1/07/2023		As at 1/07/2024		As at 1/07/2025	
	Plus 3%		Plus 7.4%**		Plus 3%		Plus 2.5%	
	Weekly	Annual	Weekly	Annual	Weekly	Annual	Weekly	Annual
Sewerage Treatment Plant Operators: 8 hours and 30 minutes								
StrB L8/9	\$1,890.02	\$98,280	\$2,054.29	\$106,823	\$2,112.12	\$109,830	\$2,161.76	\$112,411
StrB L9	\$1,926.45	\$100,175	\$2,093.42	\$108,857	\$2,152.42	\$111,925	\$2,203.07	\$114,559
Water Treatment Operators: 12 hours								
StrB L8	\$2,263.41	\$117,697	\$2,449.93	\$127,396	\$2,520.90	\$131,086	\$2,581.82	\$134,254
StrB L9	\$2,331.87	\$121,257	\$2,523.46	\$131,219	\$2,596.63	\$135,024	\$2,659.45	\$138,291

7 Signatories to the Certified Agreement

Signed for and on behalf of the

ROCKHAMPTON REGIONAL COUNCIL

.....

E PARDON

CHIEF EXECUTIVE OFFICER

In the presence of (Printed Name)

.....

TRAVIS PEGREM

Signed for and on behalf of the
THE AUSTRALIAN WORKERS' UNION OF
EMPLOYEES, QUEENSLAND

.....

S SCHINNERL
STATE SECRETARY

In the presence of

.....

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