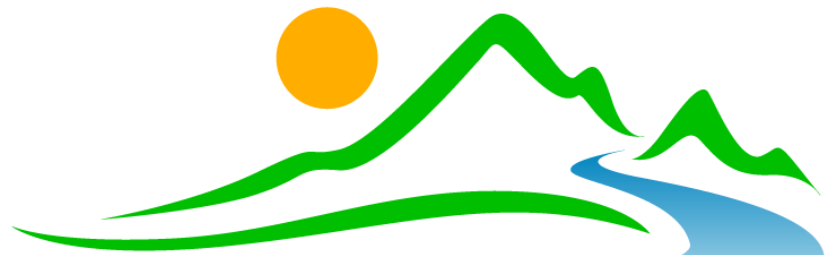


2016

# NBRC Administrative Agreement



**NORTH BURNETT**  
REGIONAL COUNCIL

Mark Pitt

North Burnett Regional Council

Adopted 2 February 2016

Resolution No. 046-02-2016

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## **PART 1 – PRELIMINARY**

### **1.1 Title**

This Agreement shall be known as the North Burnett Regional Council Agreement 2015.

### **1.2 Purpose of the Agreement**

The purpose of this Agreement is to provide a formalised, fundamental and underpinning basis which will best ensure the realisation of the collective and individual objectives of the North Burnett Regional Council and its employees.

#### **1.2.1 Aim of this Agreement**

The aim of this Agreement is:

- a) to improve productivity and efficiency within the Council;
- b) to facilitate greater flexibility of working arrangements within the framework of this Agreement;
- c) to ensure a continued consultative approach to workplace relations;
- d) to provide certainty, stability and equity in relation to overall pay increases and conditions for the period of operation of the Agreement; and
- e) to provide the time, resources, processes and people for the above to occur.

#### **1.2.2 Objectives of the Agreement**

The objectives of this Agreement are:

- a) Increase both accountability and responsiveness to the community and deliver significant benefits to the customers of the Council;
- b) Participation by Council, management, employees and their unions and customers in the continuous improvement process, particularly in the development of more efficient work practices and quality improvement;
- c) Use of Council's best endeavours to maintain employment security for all permanent employees;
- d) To achieve best practice in the areas of customer service, and Equal Employment Opportunity, Occupational Health and Safety and Environmental performance;
- e) Develop a team approach and a more co-operative working environment;
- f) Remove any discriminatory practices and procedures;
- g) To provide fair and equitable salary and conditions of employment; and
- h) To promote Workplace Health and Safety with a view to eliminating workplace safety risks, accidents and injuries.

### **1.3 Objectives Attainment Method**

The following process and actions have been identified as a means by which the Objectives of this agreement can be attained.

### 1.3.1 Balanced Scorecard – Efficiency, Effectiveness and Community Acceptability.

Parties to the Agreement agree to negotiations directed towards improvements in productivity, efficiency and flexibility which will be concluded within the parameters of this Agreement. The parties to this Agreement agree to a broad agenda aiming to achieve a high standard of acceptable service and production, which aims to satisfy the “Balanced Scorecard” assessment of efficiency, effectiveness and community acceptability, but not designed to undermine existing standards and conditions. This agenda may include, but not be restricted to:

- a) development of jointly agreed strategic plans;
- b) negotiations of Equal Employment Opportunity management plans;
- c) work organisation, job design and working patterns and arrangements;
- d) new training and skills development programs;
- e) people management issues and occupational health and safety;
- f) optimum utilisation of capital equipment and new technology;
- g) quality assurance and continuous improvement programs;
- h) participative implementation of the Local Government Act, regulations and Local Laws;
- i) in association with these measures, agreement may also be reached on more flexible employment conditions on the basis that the Agreement as a whole does not disadvantage any employees in relation to their terms and conditions of employment; and
- j) any decision resulting from negotiations will be subject to agreement between the parties.

### 1.3.2 Productivity Measurement

Parties to the Agreement agree to negotiations directed towards improvements in productivity, efficiency and flexibility which will be concluded within the parameters of this Agreement.

The Parties agree that quantitative measurement of productivity is not necessarily the most appropriate measure in the service sector, particularly in Local Government and as such consider that performance measurement is best attained through an assessment that considers efficiency, effectiveness and community acceptance.

The Parties recognise that improved service to the public and internal clients constitutes a productivity increase within Council.

Where possible, the Parties will aim to improve the quality, efficiency and accessibility of client services, and will also aim to reduce the cost involved in the provision of such services.

The Parties agree, through consultative processes, to explore the development of performance indicators. Performance indicators may include, but will not necessarily be restricted to:

- a) quality;
- b) output;
- c) timeliness;
- d) occupational health and safety;
- e) cost of service provision;
- f) environmental issues;
- g) level, distribution and appropriateness of training;
- h) employee participation; and
- i) resource management.

The Parties agree that the following principles will apply in the development of performance indicators:

- a) performance indicators will be jointly developed between the parties;
- b) performance indicators will be developed in a manner so as to assess efficiency, effectiveness and community acceptability;
- c) performance indicators must take into account quality of service provision in addition to cost considerations;
- d) performance indicators must be easily understood by the workforce;
- e) performance indicators must relate to measures directly affected by management and the workforce;
- f) performance indicators measure overall Council performance, not individual or team performance. They are not linked to processes dealing with individual performance planning and review/performance appraisal, or unsatisfactory work performance;
- g) such indicators are to be developed by the JCC the members of such Group being responsible to ensure that the parties they represent are satisfied with the indicators; and
- h) performance indicators will not be based on trade-offs, short term cost cutting measures or simply the notion of savings being made through reductions of services to the community.

## 1.4 Application and Parties Bound

The Parties to the Agreement shall be:

- NBRC - North Burnett Regional Council;
- QSU - Queensland Services, Industrial Union of Employees;
- AWU – The Australian Workers’ Union of Employees, Queensland;
- CFMEU - The Construction, Forestry, Mining and Energy, Industrial Union of Employees’ Queensland; and
- their members or persons eligible to be their members employed by Council under the relevant Awards.

This agreement replaces in its entirety and terminates/cancels the North Burnett Regional Council Certified Agreement (CA) 2008/336.

The Certified Agreement does not apply to the Chief Executive Officer, General Managers and Managers.

## 1.5 Date of Operation

After adoption of this Agreement by the parties, they agree to retrospectively apply the terms of the Agreement on and from 1 September 2015 . The nominal expiry date for the agreement will be 31 March 2017.

## 1.6 Review of Agreement

The parties agree to recommence negotiation of the agreement at least six (6) months before 31 March 2017 with a view to having a new agreement certified two (2) months before the expiration of this Agreement.

## 1.7 Posting of Agreement

A true copy of this Agreement shall be displayed in the workplace with convenient access to employees.

## 1.8 Relationship to Parent Awards

This Agreement shall be read and interpreted wholly in conjunction with the Awards listed below, provided that where there is any inconsistency between this agreement and the awards, this agreement shall prevail to the extent of the inconsistency.

- The Queensland Local Government Officers Award 1998;
- Local Government Employees' (Excluding Brisbane City Council) Award – State 2003;
- Engineering Award State 2002;
- Order for Apprentices & Trainees Wages & Conditions (Excluding Certain Queensland Government Entities) 2003; and
- Family Leave (Queensland Public Sector) Award State 2012.

## 1.9 Joint Consultative Committee (JCC)

As a practical vehicle to facilitate negotiations between staff, unions and management and to implement this agreement, the JCC has been established. The JCC shall consist of the Mayor, a Council nominated Councillor, Chief Executive Officer and/or representative, Human Resources Officer, union officials, 3 x QSU Union Delegates, and 6 x depot combined AWU/ CFMEU Union Delegates. The JCC shall meet as a minimum biannually, or as required.

# PART 2 – TERMS AND CONDITIONS OF EMPLOYMENT

## 2.1 Job Security

Council is committed to maintaining a core permanent workforce where possible. The parties agree that changes in work practices and productivity initiatives should enhance the efficient operation of the Council. The Council will utilise their personnel before any recognised Council function is contracted out.

The parties are committed to continually improving the job security of employees by:

- a) training, up skilling and educating employees and providing retraining where appropriate;
- b) career development and equal opportunity;
- c) using natural attrition, and reallocation/redeployment (after consultation), and voluntary redundancy prior to retrenchment or redundancy;
- d) Employees not unreasonably withholding agreement to participate in reasonable changes in working arrangements requiring their agreement under any 'Award' or this Agreement;
- e) Employees assisting in the identification, development and implementation of work practices which assist in making Council a more efficient and cost effective organisation;
- f) Council continuing to manage its workforce in order to minimise the need for involuntary labour reduction in the future. The Council will consult with the relevant Union(s) and its delegates and explore all viable alternatives to involuntary labour reduction;
- g) Council is committed to retaining six offices and six depots, however if circumstances dictate that any such closure is necessary the council reserves its right to implement same, having regard to its obligations under TCR and to consult with the unions and employees under this agreement; and



- h) not entering into any joint or shared arrangement that is not wholly owned by local government whereby such arrangement would erode the core permanent workforce.

The Termination Change & Redundancy (TCR) provisions as provided for within the parent awards shall apply with the exception of the severance component, which will be two (2) weeks per year of service and a proportionate amount for an incomplete year of service with a minimum of 4 weeks and capped at 52 weeks.

### 2.1.1 Redeployment, Retraining and Redundancy

The parties agree that where Council has determined that change is required, the following process shall be followed. All notification periods are to be consistent with the Queensland Employment Standard and these standards will take precedence to any potential inconsistency that may be identified within this agreement:

- a) Redeployment
- Where Council has made a decision to make a position redundant (which is occupied with an incumbent) the Council will assess for any redeployment opportunities by reviewing all vacant permanent positions within Council to ascertain if there are any suitable alternative positions to which the employee could be offered redeployment;
  - During the Redundancy Notice period, Council will assess all possible redeployment options and if a suitable position is found Council will make an offer to the affected employee;
  - If an offer of redeployment is made the employee will be required to accept or reject an offer of redeployment within twenty-one days [21] days of receipt of the offer. If the employee accepts the offer, the employee will be redeployed to the new position within fourteen [14] days of acceptance of the offer, unless another date is mutually agreed. If the employee rejects the offer, the employee may be retrenched as at the end of the Redundancy Notice period, if no other redeployment options are found;
  - An employee who is offered redeployment must fully co-operate in the process;
  - A position will be regarded as a position for redeployment if the employee meets the requirements of this position and has the skills, knowledge and ability to carry out the position's responsibilities to the required standard either immediately or able to attain the required skills, knowledge and ability within the first three [3] months of the redeployment. An employee who is deemed eligible for redeployment shall be referred to as a "redeployee";
  - Retraining will be provided to assist a redeployee to reach the required standard needed for their alternative position. This retraining will involve the employee being individually interviewed to determine what options may exist for their retraining by Council; and
  - The redeployee will be appointed to the alternative position at the position's classification level.
- b) Salary Maintenance
- If a redeployee's new position is at a lower classification level than their redundant position, the redeployee will continue to receive, as a minimum for all work performed, the actual rate of pay for the classification of the redundant position for period of twelve [12] months;
  - Any Employee redeployed to a position that is at a lower classification level than their previous classification level the Council agrees to maintain an employee's income/salary/wage until either:
    - i. the employee is no longer employed by the Council:

- ii. the employee is appointed to a position where the income/salary/wage is equal to or more than the income/salary/wage of the previous position; or
  - iii. for a period of 12 months from the date of appointment to the lower classification.
- To remove doubt, salary maintenance for the employee will cease at 12 months; and
  - Council agrees to apply all wage increases provided for in this agreement to the employee's maintained income/salary/wage. Council agrees that previously accrued leave entitlements will be paid at the higher rate whenever the leave is taken, or paid out at termination.
- c) Voluntary redundancy
- The CEO may offer voluntary redundancy as a last resort option following exhaustion of any redeployment options;
  - The CEO may invite applications from employees for voluntary retrenchment during the Redundancy Notice Period where there are one or more positions that are no longer required. The CEO, upon receipt of any applications, at his/her discretion, will either make an offer of voluntary retrenchment or reject it;
  - An employee seeking Voluntary Redundancy must accept Council's offer within two [2] weeks of the offer being made otherwise it will lapse; and
  - The date of the retrenchment will be in accordance with the Queensland Employment Standards from the acceptance date.
- d) Involuntary retrenchment
- If no permanent redeployment options are found, nor reductions achieved through voluntary redundancy, the affected employee will be issued with a Retrenchment Notice;
  - Upon receipt of their Retrenchment Notice the employee will continue to work in their substantive position or an alternative position if mutually agreed to by both parties.

#### Definitions

- "Redeployment" means the process of transferring an employee to another substantive position, and appointing them to that position on the proviso that they have the skills, knowledge and ability to carry out the responsibilities of the new position.
- "Retraining" means the assessment of the employee's current skills, knowledge and abilities and providing short-term training [up to three [3] months] to improve an employee's redeployment opportunities.
- "Redundancy" means a situation whereby Council no longer requires the position because of organisational change and/or changes in operational requirements.
- "Retrenchment" means the termination of employment of an employee working in a position that has been made redundant and Council cannot offer the employee any suitable alternative position or, any alternative position offered by the Council cannot be accepted by the employee. Retrenchment may be voluntary or involuntary.

## 2.2. Use of Contractors

The parties recognise that Council wishes to preserve as many of the positions that currently exist within Council. Council will take reasonable steps to ensure that Council has the benefit of a stable and committed workforce however the parties recognise that Council may require the use of contractors to carry out council work.

Council's permanent full time employees will be given first preference to higher duties positions over contractors, operations permitting.

Council may use contractors where the work volume is beyond the capacity of Council resources or existing staff (Capacity shall not be measured by artificial means, for example the non filling of vacancies or running down of plant/equipment).

Contractors will also be used where the type of work or specialisation required is beyond the capacity of Council resources or existing staff.

The use of contractors/labour hire personnel will be managed in a manner that ensures, as best as possible, that the best business needs are met without eroding the job security of existing permanent employees.

## **2.3 Flexible Working Arrangements and Practices**

### **2.3.1 Local Area Agreements**

- a) The parties agree that it is appropriate to provide a process that enables workgroups or individuals to develop and implement flexible working arrangements suited to the specific needs of the workgroup, project or task(s) at hand.
- b) Where the majority of employees that are directly affected and Council mutually agree on the need for such flexible working arrangements the following process shall be applied:
  1. The employees directly affected, relevant unions and management shall consult and agree on the conditions to be implemented and these conditions shall be reduced to written form.
  2. Where the agreed arrangements require a variation to the award or agreement, the parties shall seek a variation of this agreement as required under the relevant industrial legislation, or alternatively the parties may seek to have the Agreement certified in its right.
  3. All Local Area Agreements shall form part of this agreement and be appended to this document.

### **2.3.2 Project Work**

The parties agree that if Council tenders for, and is successful in a tendering process for project work that is not part of Councils general work then the Council will convene a meeting between the relevant unions and management to agree on a project agreement which includes but is not limited to rates of pay, hours of work etc.

### **2.3.3 Signed Memorandum**

Any agreement that is reached shall be endorsed by those employees directly affected, their Unions and the Council, and recorded in a signed memorandum of understanding prior to any work commencing on the project. Such agreement may only be reached if Council is able to pass on any increase in rates of pay to the third party.

## **2.4 Grievance Procedures**

In the event of any disagreement between the Parties on any industrial matter or workplace issue, the following procedure will be followed. Except where a bona fide health and safety issue is involved, the Parties shall ensure the continuation of work and customary work practices. Where a bona fide health and safety issue exists, an employee shall not work in an unsafe environment but, where appropriate, shall accept re-assignment or alternative suitable work/work environment in the meantime.

- a) The matter is to be discussed with the employee/s concerned, an accredited Union delegate/representative (at the discretion of the employee/s) and the immediate supervisor in the first instance;
- b) If the matter is not resolved, it shall be referred to the appropriate management representative who shall, within 24 hours or as otherwise agreed, arrange a conference of the parties to discuss the matter;
- c) If the matter remains unresolved, it shall be referred to the Chief Executive Officer or Council representative and appropriate Union representative (at the discretion of the employee/s) for discussion and appropriate action with a view to conclude the matter within seven (7) days;
- d) If the matter remains unresolved, then the dispute shall be referred to the NBRC nominated representative and the relevant Union with a view to a further conference between the parties at a local level; and
- e) If still unresolved, the matter may then be referred by either party to the Queensland Industrial Relations Commission. The parties agree that a dispute referred to the Commission will request conciliation in the first instance and arbitration as a final resort if necessary.
- f) Any decision of the QIRC as a result of arbitration will be binding.

## **PART 3 – WAGES AND ALLOWANCES**

### **3.1 Wages**

#### **3.1.1 Wage Case Decisions**

From 1 September 2015, Council will make an above award payment of \$102.50 per week per employee. Future state wage case decisions will be applied to employees' base wages/salary and also the above award component for the life of this agreement. To remove doubt, the parties agree that the ongoing base wages/salary and above award component will not be reduced from their respective values at the expiry of this Agreement.

#### **3.1.2 Annualised Overtime - Former Perry Shire Council (Local Government Officers Award Employees Only) (Red Ringing)**

Prior to the certification of this agreement, all former Perry Shire Council employees who were engaged under the Local Government Officers' Award 1998 were required to work 38 hours per week in accordance with the Perry Shire Council Enterprise Bargaining Certified Agreement 2005. In accordance with Clause 11.1(b) of that agreement the additional 1 ¾ hours worked in excess of the award provision of 36 ¼ hours per week was paid at the rate of time and one half, and was annualised and included as part of the officer's annual salary. The North Burnett Regional Council Certified Agreement 2008 standardised the weekly hours for employees engaged under the Queensland Local Government Officers Award 1998 State to 36 ¼ hours per week, then consideration of the annualised overtime payment received by the former Perry Shire Council federal award employees was given with all former Perry Shire Council employees engaged under the Local Government Officers' Award 1998 working 36 ¼ hours per week and continuing to receive the annualised overtime payment.

Following a review of levels in conjunction with individually affected staff all parties agree that the annualised overtime will cease, either through the agreement reached between Council and the individual employee or where the employee voluntarily accepts another position within Council

### 3.2 Occupational Superannuation

The recognised superannuation scheme for all employees of the North Burnett Regional Council will be the LG Super Scheme as administered by the Local Government Superannuation Board in accordance with Chapter 7, Part 2 of the Local Government Act 2009.

### 3.3 Annualisation of Allowances

The Wage Rates expressed in Schedule 1 of this agreement will be an 'inclusive' rate of pay which covers all monetary allowances provided for in the relevant awards formerly applicable to all of the Employees except those listed as follows which will continue to apply pursuant to the relevant awards.

Tool Allowance	Camp Allowance
CWA	Living Away From Home Allowance
Live Sewer Allowance	Locality Allowance (Inside Staff Only)
First Aid Allowance	Working In the Rain Penalty
On Call Allowance	Motor Vehicle Allowance
Meal Allowance	Toilet Cleaning Allowance
Leading Hand	Poison Sprays Allowance

The annualisation of all other allowances not listed above is equal to an additional \$0.17/hour for each hour worked for the life of this agreement.

### 3.4 Salary Sacrifice

Council offers the option of Salary Sacrifice for superannuation to meet the standard 6% members' contribution or to make further contributions to the Local Government Superannuation Scheme or for any other items allowed by the ATO and that do not attract FBT.

Council reserves the right to withdraw the facility if a change in the laws, means that Council would incur an additional cost or the scheme itself becomes unlawful as a result of changes to the relevant laws. The option to Salary Sacrifice is dependant upon evidence from the employee that they have obtained independent financial advice. Each request would be processed on a case by case basis. Once a salary sacrifice agreement is entered into the employee would be required to continue with the agreement for a period of not less than twelve (12) months.

### 3.5 Forepersons/Supervisors

Any forepersons and/or supervisors supervising Outside Staff employees and who are required to work a 38 hour working week will receive their 38 hour wage with a 36.25 hourly divisor. Any work in excess of 38 hours in the week will be deemed overtime.

## PART 4 – HOURS OF WORK – Outside Staff

### 4.1 Outside Employees (Including those covered by the Award for Forepersons Supervising Outside Staff)

The ordinary hours of work for employees other than part time employees or casual employees shall not exceed 76 hours per fortnight.

- a) The spread of ordinary hours shall be worked continuously except for meal breaks, between 0600 to 1800 Monday to Friday or in accordance with the award. Notwithstanding the spread of ordinary hours prescribed in this agreement may be altered by an employee upon application (who may be represented by their local union delegate/s or their union officials) may agree that the prescribed spread of ordinary hours may be altered. The ordinary hours of work shall not exceed 10 hours per day;
- b) As a general practice, standard start and finish times will be determined and remain constant. Where it is proposed to change the standard start and finish times all affected employees will be notified at least 1 week prior to the change occurring or as soon as practicable;
- c) However, start and finish times for ordinary hours of work may vary within the daily work hours nominated to allow for optimum plant utilisation and to improve overall work productivity. Any such variance to working hours may occur upon agreement between the employer and the majority of affected employees;
- d) Upon agreement between the employer and the majority of impacted employees and subject to sub-clause (a), (b) (c) & (d) of this clause, the 38 hour week may be negotiated to be worked in such a manner so as to benefit both the Council and employees;
- e) In an attempt to utilise Council plant and equipment to the optimum level, it is agreed that the workforce respond to managements request to carry out project specific work where four (4) nine and a half (9.5) hour days are worked consecutively (38 hours worked in a 4 day period); and
- f) Flexible arrangements e.g. wet and training – subject to change by consultations by parties

All external employees will work as a minimum nine (9) day fortnight RDO arrangement as a maximum.

One RDO in each four week period will be fixed on a particular day. These “fixed” RDOs will be scheduled at the beginning of each calendar year. Maximum of (5) RDOs may be banked at any one time. The following criteria shall be adhered to in respect of Council requesting an employee to work on a rostered day off:

- a) Three (3) days notice (including the weekend) shall be given if required to work on a scheduled rostered day off, i.e. the workforce may be advised on Friday morning that they will be required to work on Monday; and
- b) Employees shall receive the appropriate overtime penalty rates if required to work by Council on their RDO.

## 4.2 Hours of Work – Inside Staff

### 4.2.1 Inside Staff (Excluding Forepersons/Supervisors who supervise the Outside Employees)

The ordinary hours of work for employees other than part time employees or casual employees shall not exceed 72.50 hours per fortnight.

- a) Daily working hours shall be worked continuously, except for meal breaks, between the hours of 6.00am and 6.00pm;
- b) The ordinary hours of work shall be worked Monday to Friday inclusive;

- c) The ordinary hours of work shall not exceed 8.05 hours per day for 8 days, 8.1 hours on the 9th day;
- d) As a general practice, standard start and finish times will be determined and remain constant. Where it is proposed to change the standard start and finish times all affected employees will be notified at least 1 week prior to the change occurring; and
- e) Subject to sub-clause (a), (b) (c) & (d) of this clause, the employee and employer may negotiate mutually beneficial working arrangements.

#### **4.2.2 All internal employees will work a nine (9) day fortnight RDO arrangement**

- a) One RDO in each four week period will be fixed on a particular day. These “fixed” RDOs will be scheduled at the beginning of each calendar year;
- b) The alternate RDO to the “fixed” RDO in each four week period will be the “flexible” RDO. This “flexible” RDO may be banked, by mutual agreement with the employee, and utilised at a later date by agreement. A maximum of five (5) “flexible” RDOs may be banked at any one time. Flexible RDOs may be scheduled for any day during the working week. Personal/family Circumstances will be taken into consideration.
- c) Maximum of five (5) RDOs may be taken in any one week (Monday to Friday)

The following criteria shall be adhered to in respect of Council requesting an employee to work on a rostered day off:

- a) Three (3) days notice (including the weekend) shall be given if required to work on a scheduled rostered day off, i.e the workforce may be advised on Friday morning that they will be required to work on Monday; and
- b) Employees shall receive the appropriate overtime penalty rates if required to work by Council on their RDO.

#### **4.2.3 RDO Accrual – All Staff**

Where an Employee accrues a banked RDO, and is unable to take it within 3 months, the Employee will be paid at the appropriate penalty rates.

### **4.3 Pre-Start/Preparation Time for Fixed and Mobile Plant**

All employees who had an arrangement at the commencement of the 2008 certified agreement which includes service time shall continue with such arrangement unless otherwise agreed. Those former arrangements applied across all six councils and are provided for as follows;

Biggenden - ½ hr per day with a maximum of 2hrs and 30minutes per week per employee

Eidsvold - Maximum 2hrs per week/employee (Monday 1hr and Wednesdays 1hr)

Gayndah - No Servicing Overtime

Monto - No Servicing Overtime

Mount Perry - ½ hr per day Maximum

Mundubbera - Up to 1hr 15mins (Grader Only) per day per employee with all other plant up to a maximum of 1hour/day per employee.

These provisions will apply to existing employees only and any overtime beyond these arrangements is to be approved by the appropriate Supervisor prior to the work being undertaken. To remove



doubt the above provisions do not apply to any employees employed by Council after 25 September 2008.

## 4.4 Salary Classification –

### 4.4.1 Award Levels 1 and 2

- a) All employees whose terms and conditions of employment have traditionally been covered by the award, who are classified under Clause 7 - General Salary Scale - of the Queensland Local Government Officers' Award 1998 as Level 1, are to move to not less than the first increment of Level 2 following not more than twelve months satisfactory service at the sixth increment of Level 1;
- b) Thereafter incremental progression as prescribed in Clause 8 - Salary Increments - of the Queensland Local Government Officers' Award 1998 shall provide for advancement to the fourth increment of Level 2; and
- c) This provision is not to preclude more rapid incremental advancement within the above mentioned salary levels.

### 4.4.2 Juniors

Any junior employee under the age of 21 who is performing work commensurate with that of an adult employee shall receive the appropriate adult rate whilst performing such work.

## 4.5 Mixed Functions/Higher Duties

An employee primarily engaged on duties of a higher level for a total of more than 4 hours on any day shall be paid the rate applicable to such high level for the entire day.

An employee engaged at a higher duty for less than 4 hours applies only for the operation of plant and is subject to pre-approval by the supervisor.

All employees engaged under the Local Government Employees Award who perform a duty on a regular basis that is of a higher classification rate shall be reclassified to the higher classification.

Regular basis is defined as working greater than fifty per cent (50%) of their working time in the previous year at the higher rate however does not prevent Council from reclassifying an employee at any time.

## 4.6 Transition to Retirement Arrangements

Transition to retirement arrangements may be available to those employees considering full time retirement from the work force and who may consider a transition period to retirement. Any request for Transition to Retirement Arrangements, including part time and flexible work arrangements, provided that any request can be accommodated within Council operations will not be unreasonably refused.

These arrangements may be varied by mutual agreement between the employee and the council and any agreed amendments documented.

All accrued leave entitlement balances accrued immediately prior to accepting a Transition to retirement arrangement will be maintained without reduction. On commencement of the transition



to retirement arrangement all leave will accrue in accordance with the relevant hours of work clauses within this agreement and/or applicable parent award.

## **PART 5 – LEAVE**

### **5.1 Annual leave**

#### **5.1.1 General Annual Leave Provision**

All employees will be entitled to the Annual Leave provisions relevant to the parent award under which they are engaged.

#### **5.1.2 Employees undertaking External Work**

Employees undertaking external works are required to partake in a Christmas Closedown period of three weeks.

Annual leave may be taken in addition to the Christmas closedown period or at a mutually agreed time during year having consideration to Councils work requirements.

Employees with extenuating circumstances may, by agreement with Management, take annual leave at a time more suitable to their circumstances.

The Christmas Closedown annual leave period shall not necessarily apply to key sections of the Organisation for example:

- Water Supply and Sewerage;
- Town Gangs;
- Workshop;
- Store.

#### **5.1.3 Employees undertaking Internal Work**

Employees undertaking internal works are required to take any accrued annual leave at a time mutually agreed between the employee and employer. In determining the appropriate annual leave arrangements, the employee and employer will consider the current work requirements so as to ensure that the service delivery standards of the North Burnett Regional Council are not compromised as a result of taking the annual leave.

Internal employees are encouraged to take their annual leave as part of the Christmas Closedown period as per clause 5.1.2 where their duties are directly associated with the operations of Council's external works.

Where the employee and employer cannot reach a mutually agreed arrangement in respect to the taking of annual leave, then the employer may exercise their managerial prerogative as per the relevant provisions of the applicable parent award.

### **5.2 Personal leave**

#### **5.2.1 Application of the Queensland Local Government Officers' Award 1998 Provisions to all Employees**

All employees covered by this Agreement shall be entitled to personal leave on full pay, under, subject to and in accordance with the provisions of the Queensland Local Government Officers Award regardless of the parent award under which they are engaged. Such leave shall be uncapped. Employees (other than casual Employees) whose terms and conditions are governed by this agreement shall be entitled to 15 days personal leave per annum. For the purpose of this clause, one (1) day is defined as the equivalent ordinary hours normally worked, per day for each individual employee.

### **5.2.2 Personal Leave Bonus - 25%**

All employees shall receive as from the operative date of this agreement an annual payment equal to 25% of the employees yearly unused personal leave with such amount to be deducted from the employees total unused personal leave balance (i.e. employees yearly entitlement – 15 days; personal leave taken 7 days; balance of the yearly entitlement – 8 days. Bonus payment will be 25% of the 8 Days = 2 days, and the 2 days would be deducted from the unused personal leave entitlement. Payment of this bonus will be at the employees pay rate at such time to be made in the first full pay period before the 15th December each calendar year. All employees are given an annual opportunity to opt out of this arrangement. All employees must advise the CEO by 1 December of the calendar year if they wish to opt out of this bonus. Any employee that opts out in any calendar year is included in the following and subsequent year's arrangements.

### **5.2.3 Personal Leave Payout – Death Benefit**

In addition to 5.2.2 above and in the event of an employee's death, Council agrees to pay to the estate of the employee accrued personal leave entitlements to a maximum of 32 weeks as at the date of death.

## **5.3 Long service leave**

### **5.3.1 Application of the Queensland Local Government Officers' Award Provisions to all Employees**

All employees covered by this Agreement shall be entitled to long service leave on full pay under, subject to and in accordance with the provisions of The Queensland Local Government Officers Award 1998, regardless of the award under which they are engaged.

### **5.3.2 Pro Rata**

Long Service Leave may be taken on a pro rata basis whilst in service on completion of seven (7) years continuous service with Council.

## **5.4 Family/ Parental Leave**

- a) An employee may make application to the CEO to access the North Burnett Regional Council's Paid Parental Leave scheme of six (6) weeks paid parental leave. Any applications are subject to the completion of a minimum of one (1) years employment with the North Burnett Regional Council;
- b) An employee is also permitted up to and including an additional six (6) weeks leave using their available accrued personal (personal) leave;
- c) The payment of the approved six (6) weeks paid parental leave will commence on the first full fortnightly payment run following receipt of confirmation of the birth of the child and will be paid for a total of three (3) pay periods or by agreement;

- d) By mutual agreement of the employee and Council payments made are made as half payments for a 12 week period;
- e) Timesheets are to be completed by the employee using the correct job cost number and codes for the Paid Parental Leave Scheme and parental leave using personal leave;
- f) All employees requesting this payment will be required to take approved leave between their final day of work and the birth of the child;
- g) An employee who makes application to Centrelink for the eighteen (18) weeks paid parental scheme will receive any monies due on receipt of confirmation from Centrelink. These monies will not be paid to the employee until the formal notification and monies have been received from Centrelink by Council;
- h) For the purposes of this clause, if the pregnancy of an employee terminates other than by birth of a living child in the third trimester, the employee may take the equivalent of paid maternity leave as paid compassionate leave. An employee may be required to supply a certificate if requested by management when application for the paid leave is made; and If the child dies after birth within the approved paid period the employee will be able to take the balance of the paid leave as paid compassionate leave.

#### 5.4.1 Return to part time work or flexible work arrangements after maternity leave

Employees may apply to work part time or seek flexible work arrangements following a period of maternity leave. An application for part time or flexible work under this provision must be made in writing and must:

- a) State that it is an application to return to work on a part time basis or with flexible work arrangements by written notice being given to Council at least 28 days before the leave ends; and
- b) State the dates the return to work on a part-time basis, or flexible work arrangements, is to start and end; and
- c) State the impact the refusal of the application might have on the employee and the employee's dependents;
- d) Be accompanied by a statutory declaration by the employee stating the employee is seeking to work on a part-time or flexible basis so the employee can continue to be the child's primary caregiver when not at work;
- e) Part time loading shall not apply to this work;
- f) Any request including part time and flexible work arrangements, provided that any request can be accommodated within Council operations will not be unreasonably refused.

#### 5.5 Bereavement Leave

Employees will be entitled to at least two (2) days bereavement leave on full pay on the death of a member of the persons immediate family or household.

An employee may make a request to the Chief Executive Officer seeking special consideration where the death of a relative or associate of his/her family occurs but the nature of the relationship between the employee and the deceased person is not clearly defined . The employee is to provide the Chief Executive Officer with details of their relationship to the deceased person and any other additional information if requested. The Chief Executive Officer will not unreasonable deny any request for special consideration of Bereavement Leave where it has been clearly established that the relationship between the employee and the deceased person warrants the allowance of the leave.

An employee may make a request to the Chief Executive Officer seeking special consideration to receive up to five (5) days paid Bereavement Leave where the employee is required to travel a significant distance as a result of the bereavement.

## 5.6 Special Responsibility Leave

### 5.6.1 Family Leave/Personal Leave

Subject to Family Leave having been accrued, the entitlement to use personal leave for Special Responsibility (Family) Leave under the Family Leave Award and Personal Leave will be extended to;

- a) An Employee in the event that a member of his or her immediate family or household as defined in the Family Leave Award requires medical treatment away from the North Burnett Regional Council, even if the employee is not necessarily the primary care giver;
- b) An employee required to stay at home to care for his or her children in the event of his or her spouse being sick.

### 5.6.2 Domestic Violence Leave

#### **SPECIAL LEAVE FOR EMPLOYEES EXPERIENCING DOMESTIC AND FAMILY VIOLENCE:**

Full time, part time or fixed term employees personally experiencing domestic and family violence may access up to 10 business 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 leave is non-cumulative and non-transferable and may be taken in units of one hour. Employees may also access Personal Leave or any other form of accrued leave balances for medical appointments, legal proceedings, attending to accommodation matters, addressing childcare and education matters and other activities, related to domestic and family violence.

#### **LEAVE FOR EMPLOYEES SUPPORTING A PERSON EXPERIENCING DOMESTIC AND FAMILY VIOLENCE:**

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.

#### **NOTICE AND NOTIFICATION:**

While notice is not strictly required prior to taking the leave, an employee should notify their supervisor, CEO or HR Officer as soon as reasonably practicable of their intention to take or remain on Special or other leave for this purpose. Proof 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.

#### **INDIVIDUAL SUPPORT:**

In order to provide support to an employee experiencing domestic and family violence and to provide a safe work environment, Council will approve any reasonable request from an employee for changes to their span of hours or pattern or 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 work arrangements.

#### **CONFIDENTIALITY:**

An employee experiencing domestic and family violence may raise the issue with their supervisor, the Chief Executive Officer or the Human Resources Officer. The supervisor may seek advice from

the Human Resources Officer. All personal information concerning domestic and family violence will be kept confidential and only shared with employees who have a genuine need to know. No information will be kept on an employee's personnel file without their express written permission. Council will work collaboratively with the employee who is experiencing domestic violence to develop protocols to restrict access to the employee's personal information and contact details.

**ADVERSE ACTION:**

No adverse action will be taken against an employee if their attendance or performance at work suffers as a result of experiencing domestic and family violence provided they make a confidential disclosure of the violence to their supervisor or the Human Resources Officer. Council may require evidence of domestic and family violence.

**CONTACT PERSON:**

Council will identify a contact person who will be trained in domestic violence, discretion and privacy issues. The contact will be in possession of appropriate resources and referral information. The employer will advertise the name of the contact within the workplace and provide the details at induction for new staff.

**WORKPLACE SAFETY PLANNING STRATEGIES:**

Council will develop and implement workplace safety planning strategies to ensure the protection of all employees. Council will ensure all employees are aware of and trained in the safety planning strategies.

Safety planning can include:

- Accompanying employees to the car park or transport when leaving work.
- Notifying relevant staff not to disclose private information about employees' locations or movements.
- Ensuring employees do not work alone at locations with public access.
- Providing a photo of the abusive person to front desk staff, so that they can identify them and call the police if necessary.
- Policy on workplace violence.
- Strategies to protect employees from abusive phone calls and emails.

## 5.7 Leave Without Pay

Leave without pay for a minimum (1) month for up to 12 months for special circumstances other than those available for family or parental leave entitlements will be available to all employees at the discretion of the Chief Executive Officer and such leave will not constitute a break in the employees continuity of service.

## 5.8 Worker's Compensation "Top up"

All employees who receive workers compensation for an injury will receive and be paid full entitlements for the entire period that they are absent on workers compensation. Entitlements that will continue to accumulate and be paid include but are not limited to:

- a) Long Service Leave;
- b) Annual Leave;
- c) Superannuation Payments; and
- d) Personal Leave.

An employee in receipt of Workers Compensation may opt to use personal leave accruals to make up the difference between payments received from Local Government Workcare and the employee's average weekly earnings, which will be calculated by:

*Taking the employee's weekly wages for the three (3) months prior to the injury and averaging these wages to devise a standard rate. The difference between payments by Local Government Workcare and this calculated rate will be the amount to be paid by the employer to the injured employee.*

The amount debited against the employee's personal leave accrual will be on the basis of:

*Hours debited = Additional payment divided by the employee's Ordinary Hourly Rate.*

## 5.9 Emergency Services Leave

All employees (except casuals) engaged as a volunteer in a recognised emergency service organisation (e.g. Rural Fire Brigade) may be entitled to up to five [5] days paid Emergency Services Leave per year. This leave is not cumulative.

Employees who exceed the five [5] days will be allowed to use any other accrued leave balance. To avoid disruption to work, employees are required to seek approval from the CEO/Delegate to join a recognised emergency service organisation. Certification of attendance at Emergency Services operations will be required for payment purposes.

## PART 6 – MISCELLANEOUS PROVISIONS

### 6.1 Uniforms

#### 6.1.1 External Employees (including those employees who supervise external employees)

Where an employee is engaged primarily to undertake external works for Council then the primary purpose of a uniform is to satisfy the statutory requirements relating to Council's Workplace Health and Safety obligations and associated duty of care. In order to meet its obligations Council will determine an appropriate policy in relation to uniforms and other protective equipment to be worn and utilised by employees undertaking external works. The acceptance and application of the policy by employees will be mandatory.

Employees shall receive as their uniform allotment;

- 5 x Shirts
- 5 x longs
- 1 x Jacket

These will be replaced on a fair wear and tear basis and will be monogrammed NBRC.

Up to \$180 GST inclusive per employee work boots subsidy will apply to the outside employees based on a fair wear and tear replacement basis.

#### 6.1.2 Internal Employees

A corporate uniform shall continue for all employees.

- a) Funding for the corporate uniform shall be provided on a financial year basis by Council:  
First Year of Employment \$770.00 inclusive of GST.

(\$440.00 initial payment at commencement of employment and final payment of \$330.00 at the successful completion of the employee's probationary period)

Second & Subsequent Years of Employment \$440.00 inclusive of GST.

- b) The provision of uniforms will be on a pro-rata basis for permanent part-time and casuals employees based on their hours of work.

### 6.1.3 Inside and Outside Works

With respect to PPE, where an employee works in both internal and external work locations it is the responsibility of the employee when working in the external work area to ensure that all necessary actions are undertaken to satisfy Council's workplace health and safety obligations at no cost to the employee.

## 6.2 Vaccinations

Upon request of the employee council will provide Influenza, Hepatitis and Tetanus Vaccinations at no cost to the employee. Any work related vaccinations will be provided to those employees at no cost to the employees.

## 6.3 Training/ Conference Attendance

### 6.3.1 Training/Conference Attendance

The parties acknowledge that any training to be undertaken by the employee at the request of the employer is considered to be mutually beneficial and as such the following is to apply where an employee is required to undertake training that necessitates significant travelling to attend the training and/or where the employee is required to reside over night in accommodation other than their usual accommodation. For the purposes of clarification training also includes any attendance at seminars, conferences or workshops that may occur from time to time.

- a) All travelling time for approved training / conferences undertaken by the employee outside of their normal work hours will be paid at single time. Attendance at the training regardless of the start and finish times and duration is considered to be single time and equivalent to a normal work day as if the employee had not attended the training;
- b) From the time that the employee arrives at the training location / accommodation until the employee departs the training location / accommodation, no overtime or other penalty rates can be claimed by the employee;
- c) The employer will pay all reasonable costs associated with training attendance including travelling, accommodation, meals and non-alcoholic beverages; and
- d) Where an employee incurs any costs as outlined in (c) then the employer will reimburse the employee as soon as reasonably possible on presentation of appropriate documentation.

### 6.3.2 Apprentices/Trainees RTO

- a) The North Burnett Regional Council agrees to continue to pay the daily wages of Trainees and Apprentices required to attend Registered Training Organisation training sessions;
- b) This payment will be made at the trainees and apprentices designated ordinary hours of work and no overtime/penalty rates will be paid for any excess hours required to work;
- c) The trainee/apprentice will be responsible for their own accommodation and meals whilst in attendance at the training;
- d) The trainee/apprentice will be responsible for their own travel arrangements to attend the training;

- e) An allowance of \$55 will be paid to trainees and apprentices for each night away from usual place of residence whilst attending training; and
- f) Council will assist the Trainee/Apprentice with applications or access to any available external financial assistance.

### **6.3.3 North Burnett Regional Council Work**

Council agrees that should an employee be required to travel and work requiring an overnight stay within the NBRC area as requirements of his/her position then the employee will receive payment of allowances in accordance with the “Distant Work Arrangements” Administrative Direction.

## **6.4 Union Encouragement**

### **6.4.1 Union Encouragement**

This clause gives effect to former section 110 of the Act in its entirety. Consistent with former section 110 a Full Bench of the Commission has issued a Statement of Policy on Union Encouragement (reported 165 QGIG 221) that encourages an employee to join and maintain financial membership of the relevant Union.

### **6.4.2 Documentation to be provided by employer**

At the point of engagement, the Employer shall provide employees with a document indicating that a Statement of Policy on Union Encouragement has been issued by the Commission, a copy of which is to be kept on the premises of the Employer in a place readily accessible by the employee. The document provided by the Employer shall also identify the existence of a Union encouragement clause in this Agreement.

### **6.4.3 Union delegates**

Union delegates and job representatives have a role to play within a workplace. The existence of accredited Union delegates and/or job representatives is encouraged. The Employer shall not unnecessarily hinder accredited Union delegates and/or job representatives in the reasonable and responsible performance of their duties.

## **6.5 Workplace Health & Safety Committee**

Council is committed to continuing the Workplace Health & Safety Committee in accordance with the relevant legislation.

## **6.6 Tool Box Talks / Staff Meetings**

Council will continue its custom and practice of conducting tool box talks/ staff meetings with its employees.

## **6.7 Prescription Glasses**

Council agrees to pay upon request of the employee for the toughening of any prescription glasses.

## **6.8 No extra claims**



- a) It is agreed by the parties that up to the nominal expiry date of this Agreement that the parties will not pursue any extra wage claims related to wages or changes of conditions of employment, whether dealt with in this Agreement or not;
- b) That this Agreement covers all matters or claims (from the combined unions) regarding the employment of the Employees, which could otherwise be the subject of protected actions pursuant to Queensland Industrial Relations Act 1999; and
- c) Neither party to this Agreement will engage in protected action pursuant to the Queensland Industrial Relations Act 1999, in relation to the performance of any work covered by the Agreement during the term of this agreement.

## 6.9 Paralegic Benefit Fund Payment

Council will extend to all employees and maintain throughout the life of this agreement, payment to the Paralegic Benefit Fund the annual membership fee for each employee.

## PART 7 - WAGE SCHEDULES 2016

### 7.1 Inside Staff

Schedule		Parity (\$102.50 per/week)	Total	Annualised Allowance	Rate	Information
Level 1.1	\$39,193.50	\$5,330.00	\$44,523.50	\$263.90	\$44,787.40	
Level 1.1	\$39,193.50	\$5,330.00	\$44,523.50	\$276.64	\$44,800.14	QLGO Award working 38hrs
Level 1.2	\$39,737.30	\$5,330.00	\$45,067.30	\$263.90	\$45,331.20	
Level 1.2	\$39,737.30	\$5,330.00	\$45,067.30	\$276.64	\$45,343.94	QLGO Award working 38hrs
Level 1.3	\$40,608.40	\$5,330.00	\$45,938.40	\$263.90	\$46,202.30	
Level 1.3	\$40,608.40	\$5,330.00	\$45,938.40	\$276.64	\$46,215.04	QLGO Award working 38hrs
Level 1.4	\$41,469.25	\$5,330.00	\$46,799.25	\$263.90	\$47,063.15	
Level 1.4	\$41,469.25	\$5,330.00	\$46,799.25	\$276.64	\$47,075.89	QLGO Award working 38hrs
Level 1.5	\$42,356.38	\$5,330.00	\$47,686.38	\$263.90	\$47,950.28	
Level 1.5	\$42,356.38	\$5,330.00	\$47,686.38	\$276.64	\$47,963.02	QLGO Award working 38hrs
Level 1.6	\$43,121.03	\$5,330.00	\$48,451.03	\$263.90	\$48,714.93	
Level 1.6	\$43,121.03	\$5,330.00	\$48,451.03	\$276.64	\$48,727.67	QLGO Award working 38hrs
Level 2.1	\$44,019.04	\$5,330.00	\$49,349.04	\$263.90	\$49,612.94	
Level 2.1	\$44,019.04	\$5,330.00	\$49,349.04	\$276.64	\$49,625.68	QLGO Award working 38hrs
Level 2.2	\$44,905.15	\$5,330.00	\$50,235.15	\$263.90	\$50,499.05	
Level 2.2	\$44,905.15	\$5,330.00	\$50,235.15	\$276.64	\$50,511.79	QLGO Award working 38hrs
Level 2.3	\$45,791.16	\$5,330.00	\$51,121.16	\$263.90	\$51,385.06	
Level 2.3	\$45,791.16	\$5,330.00	\$51,121.16	\$276.64	\$51,397.80	QLGO Award working 38hrs
Level 2.4	\$46,378.28	\$5,330.00	\$51,708.28	\$263.90	\$51,972.18	
Level 2.4	\$46,378.28	\$5,330.00	\$51,708.28	\$276.64	\$51,984.92	QLGO Award working 38hrs
Level 3.1	\$47,263.26	\$5,330.00	\$52,593.26	\$263.90	\$52,857.16	
Level 3.1	\$47,263.26	\$5,330.00	\$52,593.26	\$276.64	\$52,869.90	QLGO Award working 38hrs
Level 3.2	\$47,825.48	\$5,330.00	\$53,155.48	\$263.90	\$53,419.38	
Level 3.2	\$47,825.48	\$5,330.00	\$53,155.48	\$276.64	\$53,432.12	QLGO Award working 38hrs
Level 3.3	\$48,711.49	\$5,330.00	\$54,041.49	\$263.90	\$54,305.39	
Level 3.3	\$48,711.49	\$5,330.00	\$54,041.49	\$276.64	\$54,318.13	QLGO Award working 38hrs
Level 3.4	\$49,597.60	\$5,330.00	\$54,927.60	\$263.90	\$55,191.50	

Level 3.4	\$49,597.60	\$5,330.00	\$54,927.60	\$276.64	\$55,204.24	QLGO Award working 38hrs
Level 4.1	\$50,482.48	\$5,330.00	\$55,812.48	\$263.90	\$56,076.38	
Level 4.1	\$50,482.48	\$5,330.00	\$55,812.48	\$276.64	\$56,089.12	QLGO Award working 38hrs
Level 4.2	\$51,369.62	\$5,330.00	\$56,699.62	\$263.90	\$56,963.52	
Level 4.2	\$51,369.62	\$5,330.00	\$56,699.62	\$276.64	\$56,976.26	QLGO Award working 38hrs
Level 4.3	\$52,135.50	\$5,330.00	\$57,465.50	\$263.90	\$57,729.40	
Level 4.3	\$52,135.50	\$5,330.00	\$57,465.50	\$276.64	\$57,742.14	QLGO Award working 38hrs
Level 4.4	\$53,022.64	\$5,330.00	\$58,352.64	\$263.90	\$58,616.54	
Level 4.4	\$53,022.64	\$5,330.00	\$58,352.64	\$276.64	\$58,629.28	QLGO Award working 38hrs
Level 5.1	\$53,907.52	\$5,330.00	\$59,237.52	\$263.90	\$59,501.42	
Level 5.1	\$53,907.52	\$5,330.00	\$59,237.52	\$276.64	\$59,514.16	QLGO Award working 38hrs
Level 5.2	\$54,674.53	\$5,330.00	\$60,004.53	\$263.90	\$60,268.43	
Level 5.2	\$54,674.53	\$5,330.00	\$60,004.53	\$276.64	\$60,281.17	QLGO Award working 38hrs
Level 5.3	\$55,560.54	\$5,330.00	\$60,890.54	\$263.90	\$61,154.44	
Level 5.3	\$55,560.54	\$5,330.00	\$60,890.54	\$276.64	\$61,167.18	QLGO Award working 38hrs
Level 6.1	\$57,037.05	\$5,330.00	\$62,367.05	\$263.90	\$62,630.95	
Level 6.1	\$57,037.05	\$5,330.00	\$62,367.05	\$276.64	\$62,643.69	QLGO Award working 38hrs
Level 6.2	\$58,512.33	\$5,330.00	\$63,842.33	\$263.90	\$64,106.23	
Level 6.2	\$58,512.33	\$5,330.00	\$63,842.33	\$276.64	\$64,118.97	QLGO Award working 38hrs
Level 6.3	\$59,990.55	\$5,330.00	\$65,320.55	\$263.90	\$65,584.45	
Level 6.3	\$59,990.89	\$5,330.00	\$65,320.89	\$276.64	\$65,597.53	QLGO Award working 38hrs
Level 7.1	\$61,466.18	\$5,330.00	\$66,796.18	\$263.90	\$67,060.08	
Level 7.1	\$61,466.18	\$5,330.00	\$66,796.18	\$276.64	\$67,072.82	QLGO Award working 38hrs
Level 7.2	\$62,943.61	\$5,330.00	\$68,273.61	\$263.90	\$68,537.51	
Level 7.2	\$62,943.61	\$5,330.00	\$68,273.61	\$276.64	\$68,550.25	QLGO Award working 38hrs
Level 7.3	\$64,418.89	\$5,330.00	\$69,748.89	\$263.90	\$70,012.79	
Level 7.3	\$64,418.89	\$5,330.00	\$69,748.89	\$276.64	\$70,025.53	QLGO Award working 38hrs
Level 8.1	\$66,192.14	\$5,330.00	\$71,522.14	\$263.90	\$71,786.04	
Level 8.1	\$66,192.14	\$5,330.00	\$71,522.14	\$276.64	\$71,798.78	QLGO Award working 38hrs
Level 8.2	\$67,963.14	\$5,330.00	\$73,293.14	\$263.90	\$73,557.04	
Level 8.2	\$67,963.14	\$5,330.00	\$73,293.14	\$276.64	\$73,569.78	QLGO Award working 38hrs
Level 8.3	\$69,735.36	\$5,330.00	\$75,065.36	\$263.90	\$75,329.26	
Level 8.3	\$69,735.36	\$5,330.00	\$75,065.36	\$276.64	\$75,342.00	QLGO Award working 38hrs
Level 8.4	\$71,399.14	\$5,330.00	\$76,729.14	\$263.90	\$76,993.04	
Level 8.4	\$71,399.14	\$5,330.00	\$76,729.14	\$276.64	\$77,005.78	QLGO Award working 38hrs
Level 8.5	\$73,061.80	\$5,330.00	\$78,391.80	\$263.90	\$78,655.70	
Level 8.5	\$73,061.80	\$5,330.00	\$78,391.80	\$276.64	\$78,668.44	QLGO Award working 38hrs

## 7.2 Outside Staff

Schedule		Parity (\$102.50 per/week)	Total	Annualised Allowance	Rate
A1	\$37,856.00	\$5,330.00	\$43,186.00	\$276.64	\$43,462.64
A2	\$38,376.00	\$5,330.00	\$43,706.00	\$276.64	\$43,982.64
A3	\$38,948.00	\$5,330.00	\$44,278.00	\$276.64	\$44,554.64
A4	\$39,468.00	\$5,330.00	\$44,798.00	\$276.64	\$45,074.64
A5	\$39,766.37	\$5,330.00	\$45,096.37	\$276.64	\$45,373.01
A6	\$40,040.00	\$5,330.00	\$45,370.00	\$276.64	\$45,646.64
B1	\$40,872.00	\$5,330.00	\$46,202.00	\$276.64	\$46,478.64
B2	\$41,496.21	\$5,330.00	\$46,826.21	\$276.64	\$47,102.85
B3	\$42,120.00	\$5,330.00	\$47,450.00	\$276.64	\$47,726.64
B4	\$42,717.87	\$5,330.00	\$48,047.87	\$276.64	\$48,324.51
C1	\$47,263.26	\$5,330.00	\$52,593.26	\$276.64	\$52,869.90
C2	\$47,825.48	\$5,330.00	\$53,155.48	\$276.64	\$53,432.12
C3	\$48,711.49	\$5,330.00	\$54,041.49	\$276.64	\$54,318.13
C4	\$49,597.60	\$5,330.00	\$54,927.60	\$276.64	\$55,204.24
D1	\$50,482.48	\$5,330.00	\$55,812.48	\$276.64	\$56,089.12
D2	\$51,369.62	\$5,330.00	\$56,699.62	\$276.64	\$56,976.26
D3	\$52,135.50	\$5,330.00	\$57,465.50	\$276.64	\$57,742.14
D4	\$53,022.64	\$5,330.00	\$58,352.64	\$276.64	\$58,629.28

**SIGNATORIES**

COUNCIL RESOLUTION:

Signatories to the Agreement

Signed for and on behalf of the  
NORTH BURNETT REGIONAL COUNCIL

.....  
MARK PITT  
CHIEF EXECUTIVE OFFICER

In the presence of

.....  
.....  
Printed Name

Signed for and on behalf of the  
Queensland Services Union  
Industrial Union of Employees

.....  
NEIL HENDERSON  
STATE SECRETARY

In the presence of

.....  
.....  
Printed Name

Signed for and on behalf of the  
Australian Workers Union Of Employees' Queensland

.....  
BEN SWAN  
STATE SECRETARY

In the presence of

.....  
.....  
Printed Name

Signed for and on behalf of the  
The Construction, Forestry, Mining  
and Energy, Industrial Union of Employees' Queensland

.....  
M RAVBAR  
STATE SECRETARY/  
INDUSTRIAL OFFICER

In the presence of

.....  
.....  
Printed Name