

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

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

North Burnett Regional Council

AND

The Australian Workers' Union of Employees, Queensland

Queensland Services, Industrial Union of Employees

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

(Matter No. CB/2018/104)

NORTH BURNETT REGIONAL COUNCIL CERTIFIED AGREEMENT 2018

Certificate of Approval

On 29 August 2018 the Commission certified the attached written agreement in accordance with section 193 of the *Industrial Relations Act 2016*:

Name of Agreement: NORTH BURNETT REGIONAL COUNCIL CERTIFIED AGREEMENT 2018

Parties to the Agreement:

- The Australian Workers' Union of Employees, Queensland
- Queensland Services, Industrial Union of Employees
- Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland

Operative Date: 29 August 2018

Nominal Expiry Date: 29 August 2021

Previous Agreement: *North Burnett Regional Council Certified Agreement 2008*

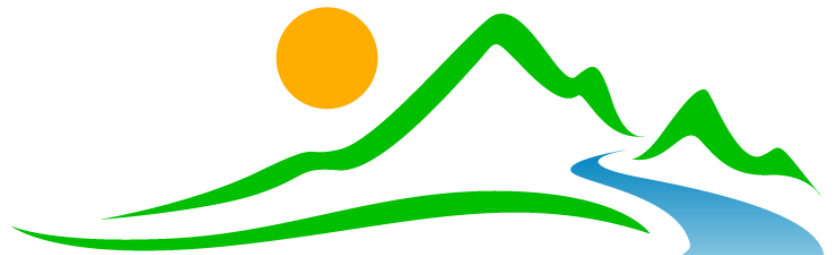
Termination Date of Previous Agreement: 29 August 2018

By the Commission

D.A. SWAN,
Deputy President
29 August 2018

2018

NBRC Certified Agreement 2018



NORTH BURNETT
REGIONAL COUNCIL

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PART 1 – PRELIMINARY

1.1 Title

This Agreement shall be known as the North Burnett Regional Council Certified Agreement 2018.

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 the date of approval by a majority of employees. The nominal expiry date for the agreement will be three (3) years from the date of certification.

1.6 Review of Agreement

The parties agree to recommence negotiation of the agreement at least six (6) months before the nominal expiry date, 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 Award & Queensland Employment Standards

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.

- Queensland Local Government Industry (STREAM A) Award – State 2017;
- Queensland Local Government Industry (STREAM B) Award – State 2017;
- Queensland Local Government Industry (STREAM C) Award – State 2017;
- Training Wage Award State 2012; and
- Order – Apprentices’ and Trainees’ Wages and Conditions (Excluding Certain Queensland Government Entities) 2003.

Nothing in this Agreement shall have the effect of displacing the Queensland Employment Standards as provided for under the Industrial Relations Act 2016 (Qld).

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 biannually, or more often 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, Consultation & Redundancy (TCR) provisions as provided for within the parent award shall apply apart from 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 four (4) weeks and capped at fifty-two (52) weeks.

2.1.1 Consultation

(a) Before making a final decision to introduce changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the Council shall notify the employees who may be affected by the proposed changes and, where relevant, their union/s;

(b) The Council shall consult the employees affected and, where relevant, their union/s about the introduction of the changes, the effects the changes are likely to have on employees (including the number and categories of employees likely to be dismissed, and the time when, or the period over which, the employer intends to carry out the dismissals) and ways to avoid or minimise the effects of the changes (e.g. by finding alternate employment);

(c) For the purpose of such consultation the Council shall provide in writing to the employees concerned and, where relevant, their union/s, all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on employees, and any other matters likely to affect employees;

(d) The consultation must occur as soon as practicable and Council will give consideration to the matters raised by the employees and where relevant their union representatives;

(e) 'Significant effects' includes termination of employment; major changes in the composition, operation or size of the employer's workforce or in the skills required; the elimination or diminution of job opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of employees to other work or locations and the restructuring of jobs;

(f) Where this Certified Agreement makes provision for alteration of any of the matters referred to in clauses 2.1.2 (a); and

(g) an alteration shall be deemed not to have significant effect.

2.1.2 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 (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 twelve (12) months from the date of appointment to the lower classification.
 - To remove doubt, salary maintenance for the employee will cease at twelve (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 Chief Executive Officer may offer voluntary redundancy as a last resort option following exhaustion of any redeployment options;
 - The Chief Executive Officer 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 Chief Executive Officer, 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 Dispute Resolution

Prevention and settlement of disputes

- (a) The objectives of this procedure are the avoidance and resolution of any disputes over any industrial matter or workplace issue by measures based on the provision of information and explanation, consultation, co-operation and negotiation.
- (b) Subject to legislation, while the dispute procedure is being followed normal work is to continue except in the case of a genuine safety issue. The status quo existing before the emergence of a dispute is to continue whilst the procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.
- (c) In the event of any disagreement between the parties as to the interpretation or implementation of this agreement or any industrial matter or workplace issue, the following procedures shall apply:
 - (i) the matter is to be discussed by the employee's union representative and/or the employee/s concerned (where appropriate) and the immediate supervisor in the first instance. The discussion should take place within twenty-four (24) hours and the procedure should not extend beyond seven (7) days;
 - (ii) if the matter is not resolved as per clause 2.4 (c)(i), it shall be referred by the union representative and/or the employee/s to the appropriate management representative who shall arrange a conference of the relevant parties to discuss the matter. This process should not extend beyond seven (7) days;
 - (iii) if the matter remains unresolved it may be referred to the employer for discussion and appropriate action. This process should not exceed fourteen (14) days;
 - (iv) if the matter is not resolved then it may be referred by either party to the Commission for conciliation in the first instance and as a last resort arbitration. Any decision of the QIRC as a result of arbitration will be binding.
- (d) Nothing contained in this procedure shall prevent unions or the employer from intervening in respect of matters in dispute should such action be considered conducive to achieving resolution.

PART 3 – WAGES AND ALLOWANCES

3.1 Wages

3.1.1 Wage Case Decisions

The Council will make an above award payment of \$108.4237 per week per employee, effective from 1 September 2017. 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.

3.2 Occupational Superannuation

The preferred superannuation scheme for all employees of the North Burnett Regional Council will be the LGIA 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 Allowances

3.3.1 Annualisation

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	Distant Work – other than if living in a camp
Live Sewer Allowance	Locality Allowance
First Aid Allowance	Working In the Rain Penalty
On Call Allowance/ Stand By for Emergency Work and Availability 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 \$0.1801/hour for each hour worked for the life of this Agreement.

3.3.2 On Call & Stand By for Emergency Work /Availability Allowance

The provisions of the relevant Awards shall apply with the exception that the quantum of the allowance shall be \$22.50/day. In the case of outside employees, they will continue to receive the on-call rates applicable for a Sunday and/or Public Holiday.

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 employee's nominated fund 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 dependent 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 Supervisors

Any inside employees supervising outside employees and who are required to work a 38 hour working week will receive their 38 hour wage using a 36.25 hourly divisor. Any work in excess of 38 hours in the week will be deemed overtime.

PART 4 – HOURS OF WORK

4.1 Outside Employees (Including Supervisors)

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 ten (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 one (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 where the majority of a workgroup and management mutually agree, employees may work for example, a four (4) day working week comprising of four (4) x 9.5hour days;
- f) Flexible arrangements e.g. wet and training – subject to change by consultations by parties; and
- g) All outside employees will work a nine (9) day fortnight RDO arrangement, unless otherwise agreed to above.

4.2 Inside Employees (Excluding Supervisors)

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 0600 and 1800;
- 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 eight (8) days, 8.1 hours on the ninth 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 one (1) week prior to the change occurring;
- e) Subject to sub-clause (a), (b) (c) & (d) of this clause, the employee and employer may negotiate mutually beneficial working arrangements; and
- f) All inside employees will work a nine (9) day fortnight RDO arrangement, unless otherwise agreed to above.

4.3 RDO Arrangements & Accrual – All Employees

- a) A maximum of five (5) RDO's 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:
 - (i) 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
 - (ii) Employees shall receive the appropriate overtime penalty rates if required to work by Council on their RDO.
- b) Where an employee accrues a banked RDO, and is unable to take it within three (3) months, the employee will be paid at the appropriate penalty rates.

4.4 Salary Classification

4.4.1 Award Levels 1 and 2

- a) An employee who is employed under the Queensland Local Government Industry (Stream A) Award – State 2017 and is classified at Level 1 and who has completed twelve (12) months satisfactory service at the maximum incremental payment point of that classification shall be automatically advanced to Level 2.1.
- b) 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 twenty-one (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 four (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 four (4) hours applies only for the operation of plant and is subject to pre-approval by the supervisor.

All employees 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 Outside Employees (Including Supervisors)

Outside employees are required to partake in a Christmas Closedown period of three (3) 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 Inside Employees (Excluding Supervisors)

Inside employees undertaking inside 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 Council are not compromised as a result of taking the annual leave.

Inside 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 outside 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

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 Division 2 – Section 1 – Administrative, Technical, Community Service, Supervisory and Managerial Services part of the Queensland Local Government Industry (Stream A) Award – State 2017, regardless of the relevant part of the 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 fifteen (15) days Personal Leave per annum. Which when converted to hours means for inside employees 108.75hours/annum and outside employees 114 hours/annum.

Personal Leave may be taken using the ordinary hours the employee would normally have worked for that day. By way of example, an employee who would normally perform work for 38 hours a week over five (5) days, but has come to an arrangement with the Council to work 9.5 hours a day for four (4) days a week, may take 9.5 hours Personal Leave, which equates to one and a quarter (1 ¼) days Personal Leave.

An employee is able to use all of their Personal Leave for the purposes of Carer's Leave.

5.2.2 Personal Leave Bonus - 25%

All employees shall receive as from the operative date of this agreement an annual payment equal to twenty-five percent (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 – fifteen (15) days; Personal Leave taken seven (7) days; balance of the yearly entitlement – eight (8) days. Bonus payment will be twenty-five (25%) of the eight (8) Days = two (2) days, and the two (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 1st December each calendar year. All employees are given an annual opportunity to opt out of this arrangement. All employees must advise the Chief Executive Officer by 1 November 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 thirty-two (32) weeks as at the date of death.

5.3 Long Service Leave

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 Division 2 – Section 1 – Administrative, Technical, Community Service, Supervisory and Managerial Services part of the Queensland Local Government Industry Award (Stream A)– State 2017.

5.3.1 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 (primary care giver and non-primary care giver) may make application to the Chief Executive Officer 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 (primary care giver only) is also permitted up to and including an additional six (6) weeks leave using their available accrued 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 twelve (12) week period;
- e) Timesheets are to be completed by the employee using the correct project 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 the Department of Human Services for paid Parental Leave will receive any monies due on receipt of confirmation from the Department of Human Services. These monies will not be paid to the employee until the formal notification and monies have been received from the Department of Human Services 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
- i) 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 twenty-eight (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 employee's 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 unreasonably 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 Domestic and Family Violence Leave

5.6.1 Special Leave for employees experiencing domestic and family violence

- (a) Full time, part time or fixed term employees personally experiencing domestic and family violence may access up to ten (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.
- (b) In the case of long term casual employees they may access up to ten (10) unpaid days/year and in the case of short term casual employees they may access up to two (2) unpaid days/year.
- (c) This leave is non-cumulative and non-transferable and may be taken in units of one (1) 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.
- (d) 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.

- (e) While notice is not strictly required prior to taking the leave, an employee should notify their supervisor, Chief Executive Officer or Human Resource 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.
- (f) 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.
- (g) 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.
- (h) 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.
- (i) 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 one (1) month for up to twelve (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 (LGW) 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 Chief Executive Officer/Delegate to join a recognised emergency service organisation. Certification of attendance at Emergency Services operations will be required for payment purposes.

5.10 Natural Disaster Leave

Council acknowledges the impact Natural Disaster events may have on employees and the community. In recognition of these potential impacts, employees who are prevented from attending their normal place of work because of these events may access all accrued leave entitlements in accordance with Policy 321, as amended from time to time by Council. In extraordinary circumstances, an employee may apply for consideration of alternative arrangements, which will be considered on a case by case basis at the Chief Executive Officer's discretion.

PART 6 – MISCELLANEOUS PROVISIONS

6.1 Uniforms

6.1.1 Outside Employees (Including Supervisors)

Where an employee is engaged primarily to undertake outside 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 outside 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 trousers
- 1 x jacket

These will be replaced on a fair wear and tear basis and will be monogrammed with Council's logo.

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 Inside 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 and 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 casual employees based on their hours of work.

6.1.3 Inside and Outside Works

With respect to Personal Protective Equipment (PPE), where an employee works in both inside and outside work locations, it is the responsibility of the employee when working in the outside 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 overnight 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) 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

This clause gives effect to the Union Encouragement provisions contained within the underpinning Awards in their entirety. 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.

6.5 Workplace Health and Safety Committee

Council is committed to continuing the Workplace Health and 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 Industrial Action pursuant to Industrial Relations Act 2016; and
- c) Neither party to this Agreement will engage in protected Industrial Action pursuant to the Industrial Relations Act 2016, 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.

6.10 Definitions

“Inside Employees” means all employees who are classified in accordance with the Queensland Local Government Industry (Stream A) Award - State 2017.

“Outside Employees” means all employees who are classified in accordance with the Queensland Local Government Industry (Stream B) Award – State 2017 and/or the Queensland Local Government Industry (Stream C) Award – 2017.

“Supervisors” means an inside employee covered by the Queensland Local Government Industry (Stream A) Award – State 2017, but who is required to supervise outside employees.

“Managers” means a senior officer who reports directly to a General Manager and/or the Chief Executive Officer.

PART 7 - WAGE SCHEDULES 2018

7.1 Inside Employees

Schedule		Parity (\$108.4237 per/week)	Total	Annualised Allowance	Rate	Information
Level 1.1	\$41,335.50	\$5,638.03	\$46,973.53	\$339.49	\$47,313.02	
Level 1.1	\$41,335.50	\$5,638.03	\$46,973.53	\$355.88	\$47,329.41	Supervisor working outside hours
Level 1.2	\$41,896.41	\$5,638.03	\$47,534.44	\$339.49	\$47,873.93	
Level 1.2	\$41,896.41	\$5,638.03	\$47,534.44	\$355.88	\$47,890.32	Supervisor working outside hours
Level 1.3	\$42,794.09	\$5,638.03	\$48,432.12	\$339.49	\$48,771.61	
Level 1.3	\$42,794.09	\$5,638.03	\$48,432.12	\$355.88	\$48,788.00	Supervisor working outside hours
Level 1.4	\$43,865.31	\$5,638.03	\$49,503.34	\$339.49	\$49,842.83	
Level 1.4	\$43,865.31	\$5,638.03	\$49,503.34	\$355.88	\$49,859.22	Supervisor working outside hours
Level 1.5	\$44,804.31	\$5,638.03	\$50,442.34	\$339.49	\$50,781.83	
Level 1.5	\$44,804.31	\$5,638.03	\$50,442.34	\$355.88	\$50,798.22	Supervisor working outside hours
Level 1.6	\$45,613.15	\$5,638.03	\$51,251.18	\$339.49	\$51,590.67	
Level 1.6	\$45,613.15	\$5,638.03	\$51,251.18	\$355.88	\$51,607.06	Supervisor working outside hours
Level 2.1	\$46,562.48	\$5,638.03	\$52,200.51	\$339.49	\$52,540.00	
Level 2.1	\$46,562.48	\$5,638.03	\$52,200.51	\$355.88	\$52,556.39	Supervisor working outside hours
Level 2.2	\$47,500.44	\$5,638.03	\$53,138.47	\$339.49	\$53,477.96	
Level 2.2	\$47,500.44	\$5,638.03	\$53,138.47	\$355.88	\$53,494.35	Supervisor working outside hours
Level 2.3	\$48,437.37	\$5,638.03	\$54,075.40	\$339.49	\$54,414.89	
Level 2.3	\$48,437.37	\$5,638.03	\$54,075.40	\$355.88	\$54,431.28	Supervisor working outside hours
Level 2.4	\$49,058.20	\$5,638.03	\$54,696.23	\$339.49	\$55,035.72	
Level 2.4	\$49,058.20	\$5,638.03	\$54,696.23	\$355.88	\$55,052.11	Supervisor working outside hours
Level 3.1	\$49,994.10	\$5,638.03	\$55,632.13	\$339.49	\$55,971.62	
Level 3.1	\$49,994.10	\$5,638.03	\$55,632.13	\$355.88	\$55,988.01	Supervisor working outside hours
Level 3.2	\$50,589.11	\$5,638.03	\$56,227.14	\$339.49	\$56,566.63	
Level 3.2	\$50,589.11	\$5,638.03	\$56,227.14	\$355.88	\$56,583.02	Supervisor working outside hours

Level 3.3	\$51,526.04	\$5,638.03	\$57,164.07	\$339.49	\$57,503.56	
Level 3.3	\$51,526.04	\$5,638.03	\$57,164.07	\$355.88	\$57,519.95	Supervisor working outside hours
Level 3.4	\$52,464.00	\$5,638.03	\$58,102.03	\$339.49	\$58,441.52	
Level 3.4	\$52,464.00	\$5,638.03	\$58,102.03	\$355.88	\$58,457.91	Supervisor working outside hours
Level 4.1	\$53,399.90	\$5,638.03	\$59,037.93	\$339.49	\$59,377.42	
Level 4.1	\$53,399.90	\$5,638.03	\$59,037.93	\$355.88	\$59,393.81	Supervisor working outside hours
Level 4.2	\$54,338.90	\$5,638.03	\$59,976.93	\$339.49	\$60,316.42	
Level 4.2	\$54,338.90	\$5,638.03	\$59,976.93	\$355.88	\$60,332.81	Supervisor working outside hours
Level 4.3	\$55,147.74	\$5,638.03	\$60,785.77	\$339.49	\$61,125.26	
Level 4.3	\$55,147.74	\$5,638.03	\$60,785.77	\$355.88	\$61,141.65	Supervisor working outside hours
Level 4.4	\$56,087.77	\$5,638.03	\$61,725.80	\$339.49	\$62,065.29	
Level 4.4	\$56,087.77	\$5,638.03	\$61,725.80	\$355.88	\$62,081.68	Supervisor working outside hours
Level 5.1	\$57,023.67	\$5,638.03	\$62,661.70	\$339.49	\$63,001.19	
Level 5.1	\$57,023.67	\$5,638.03	\$62,661.70	\$355.88	\$63,017.58	Supervisor working outside hours
Level 5.2	\$57,834.57	\$5,638.03	\$63,472.60	\$339.49	\$63,812.09	
Level 5.2	\$57,834.57	\$5,638.03	\$63,472.60	\$355.88	\$63,828.48	Supervisor working outside hours
Level 5.3	\$58,771.50	\$5,638.03	\$64,409.53	\$339.49	\$64,749.02	
Level 5.3	\$58,771.50	\$5,638.03	\$64,409.53	\$355.88	\$64,765.41	Supervisor working outside hours
Level 6.1	\$60,333.40	\$5,638.03	\$65,971.43	\$339.49	\$66,310.92	
Level 6.1	\$60,333.40	\$5,638.03	\$65,971.43	\$355.88	\$66,327.31	Supervisor working outside hours
Level 6.2	\$61,893.23	\$5,638.03	\$67,531.26	\$339.49	\$67,870.75	
Level 6.2	\$61,893.23	\$5,638.03	\$67,531.26	\$355.88	\$67,887.14	Supervisor working outside hours
Level 6.3	\$63,458.22	\$5,638.03	\$69,096.25	\$339.49	\$69,435.74	
Level 6.3	\$63,458.22	\$5,638.03	\$69,096.25	\$355.88	\$69,452.13	Supervisor working outside hours
Level 7.1	\$65,018.05	\$5,638.03	\$70,656.08	\$339.49	\$70,995.57	
Level 7.1	\$65,018.05	\$5,638.03	\$70,656.08	\$355.88	\$71,011.96	Supervisor working outside hours
Level 7.2	\$66,582.02	\$5,638.03	\$72,220.05	\$339.49	\$72,559.54	
Level 7.2	\$66,582.02	\$5,638.03	\$72,220.05	\$355.88	\$72,575.93	Supervisor working outside hours

Level 7.3	\$68,141.85	\$5,638.03	\$73,779.88	\$339.49	\$74,119.37	
Level 7.3	\$68,141.85	\$5,638.03	\$73,779.88	\$355.88	\$74,135.76	Supervisor working outside hours
Level 8.1	\$70,017.77	\$5,638.03	\$75,655.80	\$339.49	\$75,995.29	
Level 8.1	\$70,017.77	\$5,638.03	\$75,655.80	\$355.88	\$76,011.68	Supervisor working outside hours
Level 8.2	\$71,890.60	\$5,638.03	\$77,528.63	\$339.49	\$77,868.12	
Level 8.2	\$71,890.60	\$5,638.03	\$77,528.63	\$355.88	\$77,884.51	Supervisor working outside hours
Level 8.3	\$73,765.50	\$5,638.03	\$79,403.53	\$339.49	\$79,743.02	
Level 8.3	\$73,765.50	\$5,638.03	\$79,403.53	\$355.88	\$79,759.41	Supervisor working outside hours
Level 8.4	\$75,525.73	\$5,638.03	\$81,163.76	\$339.49	\$81,503.25	
Level 8.4	\$75,525.73	\$5,638.03	\$81,163.76	\$355.88	\$81,519.64	Supervisor working outside hours
Level 8.5	\$77,283.90	\$5,638.03	\$82,921.93	\$339.49	\$83,261.42	
Level 8.5	\$77,283.90	\$5,638.03	\$82,921.93	\$355.88	\$83,277.81	Supervisor working outside hours

7.2 Outside Employees

Schedule		Parity (\$108.4237 per/week)	Total	Annualised Allowance	Rate
A1	\$40,045.28	\$5,638.03	\$45,683.31	\$355.88	\$46,039.19
A2	\$40,582.44	\$5,638.03	\$46,220.47	\$355.88	\$46,576.35
A3	\$41,200.17	\$5,638.03	\$46,838.20	\$355.88	\$47,194.08
A4	\$41,737.33	\$5,638.03	\$47,375.36	\$355.88	\$47,731.24
A5	\$42,046.20	\$5,638.03	\$47,684.23	\$355.88	\$48,040.11
A6	\$42,355.07	\$5,638.03	\$47,993.10	\$355.88	\$48,348.98
B1	\$43,241.38	\$5,638.03	\$48,879.41	\$355.88	\$49,235.29
B2	\$43,899.40	\$5,638.03	\$49,537.43	\$355.88	\$49,893.31
B3	\$44,557.42	\$5,638.03	\$50,195.45	\$355.88	\$50,551.33
B4	\$45,186.62	\$5,638.03	\$50,824.65	\$355.88	\$51,180.53
C1	\$49,994.10	\$5,638.03	\$55,632.13	\$355.88	\$55,988.01
C2	\$50,589.11	\$5,638.03	\$56,227.14	\$355.88	\$56,583.02
C3	\$51,526.04	\$5,638.03	\$57,164.07	\$355.88	\$57,519.95
C4	\$52,464.00	\$5,638.03	\$58,102.03	\$355.88	\$58,457.91
D1	\$53,399.90	\$5,638.03	\$59,037.93	\$355.88	\$59,393.81
D2	\$54,338.90	\$5,638.03	\$59,976.93	\$355.88	\$60,332.81
D3	\$55,147.74	\$5,638.03	\$60,785.77	\$355.88	\$61,141.65
D4	\$56,087.77	\$5,638.03	\$61,725.80	\$355.88	\$62,081.68

SIGNATORIES

Signatories to the Agreement

Signed for and on behalf of the
NORTH BURNETT REGIONAL COUNCIL

.....
RAY BURTON
INTERIM CHIEF EXECUTIVE OFFICER

In the presence of

.....

.....
Printed Name

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

.....
NEIL HENDERSON
STATE SECRETARY

In the presence of

.....

Michelle Robertson
Printed Name

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

.....
STEVE BAKER
ACTING SECRETARY

In the presence of

.....

Breanna Beattie
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

[See s. 196 of the *Industrial Relations Act 2016*]