

UPDATED AS AT 1 APRIL 2001

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999, s.156

Queensland Government

AND

The Queensland Public Sector Union of Employees; and others

(No. CA234 of 2000)

STATE GOVERNMENT DEPARTMENTS CERTIFIED AGREEMENT 2000

COMMISSIONER BLOOMFIELD

7 June 2000

APPLICATION FOR CERTIFICATION OF AGREEMENT

THIS AGREEMENT, made under the *Industrial Relations Act 1999*, on the seventeenth day of May 2000, between the Queensland Government; Board of the Queensland Museum; Library Board of Queensland; Queensland Art Gallery Board of Trustees; Actors, Entertainers and Announcers Equity Association, Queensland, Union of Employees; The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees; Australian Building Construction Employees and Builders' Labourers' Federation (Queensland Branch) Union of Employees; Australian Institute of Marine and Power Engineers' Union of Employees, Queensland District; Australian Journalists' Association (Queensland District) "Union of Employees"; Australian Liquor, Hospitality and Miscellaneous Workers Union, Queensland Branch, Union of Employees; Australian Municipal, Administrative, Clerical and Services Union, Central and Southern Queensland Clerical and Administrative Branch, Union of Employees; The Australian Workers' Union of Employees, Queensland; Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland; The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland; The Electrical Trades Union of Employees of Australia, Queensland Branch; Federated Clerks' Union of Australia, North Queensland Branch, Union of Employees; Federated Engine Drivers' and Firemens' Association of Australasia Queensland Branch, Union of Employees; Federated Ironworkers Association of Australia (Queensland Branch) Union of Employees; The National Union of Workers (Industrial Union of Employees Queensland); Legal Aid Queensland; Merchant Service Guild of Australia, Queensland Branch, Union of Employees; The Plumbers and Gasfitters Employees Union of Australia, Queensland Branch, Union of Employees; Queensland Nurses' Union of Employees; Queensland Nursing Council; The Queensland Public Sector Union of Employees; Queensland Services, Industrial Union of Employees; Queensland Teachers Union of Employees; Shop, Distributive and Allied Employees Association (Queensland Branch) Union of Employees; and Transport Workers' Union of Australia, Union of Employees (Queensland Branch); witness that the parties agree as follows:

PART 1: APPLICATION AND OPERATION

1.1 Title

This Agreement shall be known as the State Government Departments Certified Agreement 2000.

1.2 Arrangement

PART 1: APPLICATION AND OPERATION

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1.3 Application

- (1) This agreement shall apply to persons employed in the Queensland Government departments and agencies specified in Appendix 1.
- (2) The following persons are not covered by this agreement:
 - (a) Chief Executives, Senior Executives and Senior Officers under the *Public Service Act 1996*; appointments made on a fixed term declared under s. 69 of the *Public Service Act 1996*; employees engaged under contractual arrangements (this does not refer to employees under ss. 112 and 113 of the *Public Service Act 1996* engaged for a fixed term); and, “banded” officers;
 - (b) The Crime Commissioner and Assistant Crime Commissioners of the Queensland Crime Commission; and
 - (c) Executive Officers appointed under the *Police Service Administration Act 1990*.

1.4 Date of Operation

This Agreement shall operate from the date of certification viz. 7 June 2000 and shall remain in force until 30 April 2003.

1.5 Posting of Agreement

A copy of this agreement must be displayed in a conspicuous place at the workplace, where it can be easily read by employees in the workplace.

1.6 Relationship to Awards and Industrial Agreements

This Agreement is to be read in conjunction with existing awards and industrial agreements covering employees covered by this agreement. In the event of any inconsistency with existing awards and industrial agreements, the terms of this agreement shall take precedence.

1.7 Continuation of Provisions in Previous Certified Agreements

- (1) Subject to this clause, this agreement replaces the certified agreements specified in Appendix 2 as and when the nominal expiry date of each of these agreements has passed or when this agreement is certified, whichever occurs later.
- (2) This agreement replaces the *Department of Corrective Services Enterprise Bargaining Certified Agreement 1999*, the *Queensland Police Certified Agreement 2 1997* and the *Department of Education Queensland Certified Agreement 1997* to the extent only that this agreement covers employees of the Queensland Government departments and agencies specified in Appendix 1.
- (3) Subject to this clause, the parties agree that for certified agreements specified in Appendix 2 Column A that the provisions specified in Appendix 2 Column B will continue to apply, as if they were part of this agreement, unless specifically overridden or unless inconsistent with any of the provisions of this agreement.
- (4) The provisions specified in Appendix 2 Column B apply only to employees covered by this agreement who are employed in agencies to which the corresponding agreements specified in Appendix 2 Column A previously applied.

1.8 Agency-Level Flexibility

- (1) This agreement represents a framework certified agreement.
- (2) Parties to this agreement are entitled to make agency/sub-agency certified agreements in accordance with all of the provisions of Chapter 6, Part 1 of the *Industrial Relations Act 1999*.
- (3) Nothing in this agreement prevents the parties from identifying flexibilities or changes to be implemented at the agency or sub-agency level by mutual agreement between a department or agency and the relevant union(s).
- (4) There must be:
 - (a) consultation with affected employees;
 - (b) agreement by the union(s) covering the affected employees; and
 - (c) agreement by all relevant parties at the Agency Consultative Committee.

Provided that where agreement cannot be reached, the parties may access the disputes procedures set out in Part 13 of this agreement.

- (5) Any such change must be documented and made available to all employees directly or indirectly affected by the proposal.
- (6) If an appropriate flexibility provision is contained in the relevant award then the parties may implement changes in accordance with the relevant award provision.
- (7) Where an identified flexibility or change affects an award condition of employment or a condition of employment specified in a Ministerial Directive then the department or agency and the relevant union(s) must effect the change through a certified agreement made pursuant to the provisions of the *Industrial Relations Act 1999*.

1.9 Objectives of This Agreement

The public sector is a major employer in the State and provides a service that affects the daily lives of all Queenslanders. The parties are committed to an effective public sector, delivering quality services to Queenslanders to support the Government's priorities and obligations to the community. The public sector will strive for improvements in service delivery, improved efficiency and effectiveness of its operations and activities.

1.10 Equity Considerations

- (1) This agreement will achieve the principal objects specified in sub-sections 3(c), 3(d) and 3(m) of the *Industrial Relations Act 1999*. We will respect and value the diversity of our employees through helping to prevent and eliminate discrimination.
- (2) In addition, the effect of this agreement is not to allow any conduct or treatment, either direct or indirect, that would:
 - (a) contravene the *Anti-Discrimination Act 1991*; or
 - (b) discriminate on the basis of family responsibilities.

1.11 Definitions and Abbreviations

- “ACC” means an Agency Consultative Committee.
- “AQF” means the Australian Qualifications Framework. The AQF is a system of twelve national qualifications in schools, vocational education and training (TAFEs and private providers) and the higher education sector (mainly universities). The AQF is set out in Appendix 4.
- “Core” means the departments and agencies covered by the (former) *Core Queensland Government Departments Certified Agreement 1997*.
- “CPCC” means the Central Peak Consultative Committee.
- “CRS” means the Classification and Remuneration System used by the Queensland public service.
- “FBT” means the Fringe Benefits Tax.
- “GST” means the Goods and Services Tax.
- “NPSTP” means the National Public Services Training Package.

PART 2: WAGES

2.1 New Wage Rates

In recognition of the commitment of the parties as specified in clause 1.9 "Objectives of This Agreement", the following wage rates shall be available to employees covered by this agreement:

1 July 2000	New wage rates as per Column A of Appendix 3 shall apply on 1 July 2000. (This first wage increase amounts to 3% on "core" rates after the 1% of 1 January 2000, as contained in the agreement between the Queensland Government and the Queensland Public Sector Union (QPSU), has been applied.)
1 July 2001	New wage rates as per Column B of Appendix 3 shall apply on 1 July 2001. (This second wage increase amounts to 3%.)
1 July 2002	New wage rates as per Column C of Appendix 3 shall apply from 1 July 2002. (This third wage increase amounts to 3%.)

2.2 No Further Claims

- (1) The parties to this agreement acknowledge that this agreement constitutes a closed agreement in settlement of all matters for its duration, except as follows:
 - (a) Any reclassification of positions will be considered to lie within the spirit of this agreement and can proceed;
 - (b) Decisions of the Queensland Industrial Relations Commission, including General Rulings and Statements of Policy, that provide conditions that are not less favourable than current conditions including, but not limited to the following:
 - (i) the application to vary awards to provide for increments for casual and part-time employees to be paid after 12 calendar months;
 - (ii) matters currently listed for hearing in relation to the Public Service Award - State about conditions of employment for part-time employees and spread of hours and the relationship to overtime;
 - (iii) the review of long service leave under section 58(2) of the *Industrial Relations Act 1999*;
 - (iv) any review of awards under section 130 of the *Industrial Relations Act 1999*;
 - (v) the application to increase the casual loading; and
 - (vi) the application to increase shift allowances.
- (2) The parties agree:
 - (a) to review the tie points between streams in the CRS;
 - (b) to review stream allocations of certain positions;
 - (c) to review the system of rates paid to juniors and to consider if this system should be replaced with training levels;
 - (d) to review allowances in light of the impact of FBT and GST (The timing of the review is to be agreed and would occur when knowledge of the potential impact is known. The review should take account of new Tax Rulings by the Australian Taxation Office. The review should consider the appropriateness of "reasonable actuals".);
 - (e) to review arrangements for spilling (ie. declaring positions vacant and advertising) reclassified

positions; and

- (f) to examine the extension of public service redundancy provisions for long term temporaries.
- (3) The parties agree that the matter of extending the 5.5% increase in locality allowances to coastal areas (raised during Core EB2) may be raised as part of whole of government considerations.
- (4) The parties agree that where the State Wage Case increase is greater than the increase granted under the certified agreement, the employees will receive the dollar amount in excess of the increases provided by this agreement in the period of 12 months preceding each of the State Wage Case increases. Where necessary, these adjustments will be made as at the operative date of the State Wage Case increase. The certified agreement rates of pay will be considered without regard to the preceding State Wage Case increases and the 3% increases of each year.
- (5) The parties agree:
- (a) From 1 July 2000 the CPCC will monitor the impact that the introduction of the Goods and Services Tax (GST) has on employees covered by this agreement. This will include a review to be conducted for the CPCC of the effects of the introduction of the GST for the period of 12 months from 1 July 2000. Further, the CPCC may review the impact that the GST has on employees covered by the agreement after 1 July 2001.
- (b) Should there be any significant inflationary or economic developments due to the introduction of the GST, across the life of this agreement which negatively impacts on employees generally (taking into consideration any compensation provided by A New Tax System through tax cuts or transfer payments), leave is reserved for the parties to discuss the impact on the intent of wage increases in this agreement, and if necessary and by agreement of the CPCC, vary this agreement in accordance with the provisions of the *Industrial Relations Act 1999*.
- (c) Provided that where agreement cannot be reached by the CPCC, the procedures contained within this agreement for the prevention and settlement of disputes will apply including access to the Queensland Industrial Relations Commission as set out in clause 13(4)(d).
- (6) Subject to the forgoing provisions of this clause the entitlements of employees covered by this agreement as of 30 April 2000, as contained in Awards, Industrial Agreements, Ministerial Directives and Ministerial Determinations made under the *Public Service Act 1996* shall apply for the life of this agreement. Provided that they may be varied by agreement of the CPCC or at the agency or sub agency level in accordance with the procedures set out in clause 1.8 (Agency Level Flexibility).

2.3 Award Maintenance

It is agreed that during the operation of this agreement the parties will consent to applications before the Queensland Industrial Relations Commission to vary the following awards to include the salary rates of the *Core Queensland Government Departments Certified Agreement 1997 (CA277/97)* and the *TAFE Queensland Certified Agreement 1997 (CA718/97)*:

- Public Service Award - State;
- Employees of Queensland Government Departments (Other Than Public Servants) Award - State;
- Conservation, Parks and Wildlife Employees Award - State Government;
- Award for Employees in the Intellectual Handicap Service - Department of Health;
- Youth Workers Employed by the Department of Family and Youth Services Award - State;
- TAFE Teachers' Award -State;
- Senior College Teachers' Award - State.

PART 3: TRAINING

3.1 Commitment

- (1) The parties are committed to a highly trained and effective public sector. They agree that this involves a commitment to the provision of accredited training and assessment of competencies (including recognition of current competencies).

3.2 Principles

The following principles will apply:

- (1) Training and assessment of competencies (including recognition of current competencies) will be provided in accordance with the National Public Services Training Package or agreed alternative accredited programs particularly in the case of occupational groups under the operational stream.
- (2) Subject to further discussions between the parties, including discussion about content of appropriate programs and funding issues, the parties agree in principle to access to agency supported training and assessment of competencies for employees without the relevant AQF levels or equivalent in accordance with the following schedule:

Certificate II (AQF II) for OO2	available from 1/1/2001
Certificate III (AQF III) for AO2/OO3	available from 1/1/2001
Certificate IV (AQF IV) for AO3/OO4/OO5	available from 1/1/2002
Diploma (AQF V) for AO4/OO6	to be developed during the life of the agreement

- (3) The accredited training and assessment of competencies shall be made available to all employees in classifications specified above, and shall be provided to employees at no cost to the employee.
- (4) Agencies will continue to provide the necessary specific training (including induction) to meet their business needs.
- (5) The parties reiterate the serious commitment to quality professional development and training for employees in the Professional Stream and the Technical Stream, and for employees in senior classifications in the Administrative Stream and the Operational Stream.
- (6) The parties agree that the CPCC and ACCs will oversee the management and implementation of the agreed training agenda.

3.3 Training Delivery

While it is recognised that Queensland has a comprehensive, diverse and competitive training environment, the parties acknowledge that TAFE Queensland has the experience and expertise to provide suitable quality programs, in a variety of service delivery modes, envisaged by this training agenda.

PART 4: EMPLOYMENT SECURITY

- (1) The government is committed to maximum employment security for tenured public sector employees by developing and maintaining a responsive, impartial and efficient public service as the preferred provider of existing services to Government and the community.
- (2) It is the Government's intention that future organisational change and restructuring will be limited in scale. All organisational change will need to demonstrate clear benefits and enhanced service delivery to the community. The objective is to stabilise public sector organisations, and to avoid unnecessary change that will not deliver demonstrable benefit to the Government or the community.
- (3) The Government is also committed to providing stability to the public sector by limiting organisational restructuring and contracting-out of services.
- (4) These commitments are effected through the Government's Employment Security Policy and the "Policy on

the Contracting-Out of Government Services”.

- (5) Further, the Government undertakes that permanent public sector employees will not be forced into unemployment as a result of organisational change or changes in departmental priorities other than in exceptional circumstances. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and deployment opportunities.
- (6) All Government departments and agencies covered by this agreement shall advise their Agency Consultative Committee of their intention to implement changes that may affect the employment security of their employees, prior to the commencement of any planned changes.
- (7) The CPCC will oversee the implementation of the agreement’s employment security provision.
- (8) The CPCC may make recommendations and provide advice to Government on any matters affecting the employment security of public sector workers.
- (9) Agencies subject to the agreement will provide information to the unions on their employment practices in relation to the use of temporary and casual employment. These practices will be reviewed by the ACCs.
- (10) A review will be conducted of the use by departments of labour hire firms, contractors and consultants. A function of the CPCC will be to participate in this review.
- (11) The utilisation of a central public service agency to resume base grade recruitment and coordinate temporary employment activities needs to be further considered after consultation with agencies.

PART 5: RECOGNITION OF ACCREDITED QUALIFICATIONS

5.1 Commitment

- (1) The parties are committed to the principle that suitable financial recompense shall be provided for public sector employees in the specified classifications who meet the following requirements:
 - (a) an accredited qualification at the AQF level specified or higher achieved through training and assessment of competencies (including recognition of current competencies); and
 - (b) reached the maximum paypoint of the specified Classification Level in the Administration Stream or the Operational Stream; and
 - (c) spent one calendar year (or equivalent) on the maximum paypoint.
(Note: Under the “No Further Claims Clause” the decision of the Queensland Industrial Relations Commission for the application to vary awards to provide for increments for casual and part-time employees to be paid after 12 calendar months may be implemented.)
- (2) The parties acknowledge that applicable employees should receive recognition and credit for their knowledge and skills through the recognition of current competencies (RCC) or the recognition of prior learning (RPL). This assessment of competencies may include skills from:
 - work experience (including both work that is paid and unpaid);
 - life experience (for example leisure pursuits or voluntary work); and
 - previous study (including training programs at work, courses at school or college, and through adult education classes).

5.2 Appropriate Remuneration

From 1 January 2003 the following remuneration shall be paid for employees that meet the requirements in clause 5.1:

Certificate IV (AQF IV)	AO2	\$41.50 per fortnight
Diploma (AQF V)	AO3	\$42.80 per fortnight
Advanced Diploma (AQF VI)	AO4	\$44.60 per fortnight
Certificate III (AQF III)	OO2	\$20.00 per fortnight
Certificate IV (AQF IV)	OO3	\$41.50 per fortnight
Diploma (AQF V)	OO4/OO5	\$42.80 per fortnight
Advanced Diploma (AQF VI)	OO6	\$44.60 per fortnight

PART 6: SALARY PACKAGING

- (1) Salary packaging is available for employees in departments and agencies covered by this agreement.
- (2) Departments and agencies are to apply the following principles for employees that avail themselves of salary packaging:
 - (a) As part of the salary package arrangements, the costs for administering the package, including fringe benefits tax, are met by the participating employee;
 - (b) There will be no additional increase in superannuation costs or to fringe benefits payments made by the employer;
 - (c) Increases or variations in taxation are to be passed to employees as part of their salary package;
 - (d) Employees must provide to the employer evidence of independent financial advice prior to taking up a salary package;
 - (e) There will be no significant additional administrative workload or other ongoing costs to the employer;
 - (f) Any additional administrative and fringe benefit tax costs are to be met by the employee.
 - (g) Any increases or variations to taxation, excluding payroll tax that result in additional costs are to be passed on to the employee as part of the salary package.
- (3) The employee's salary for superannuation purposes and severance and termination payments will be the gross salary which the employee would receive if not taking part in flexible remuneration packaging.

PART 7: CONSULTATIVE COMMITTEES

7.1 Central Peak Consultative Committee

There will be a joint union/employer CPCC to oversee the implementation of the certified agreement. The CPCC will comprise senior officers from central agencies of the Queensland Government and relevant unions. The functions of the CPCC will include:

- Implementation of the training agenda in the certified agreement;
- Proposals to vary the CRS;
- Dispute settlement procedures;
- Operation of the employment security provisions;
- Examination of greater consistency of full day off arrangements;
- Implementation of other aspects of the certified agreement;
- Participation in the review of the use by departments of labour hire firms, contractors and consultants; and
- Matters referred to it by Agency Consultative Committees.

7.2 Agency Consultative Committees

Each agency will also have a joint union/employer ACC. The functions of the ACCs include:

- The implementation of the agreed training agenda in that agency;
- Proposals to vary the CRS (including progressional arrangements);
- Dispute resolution;
- Consultation on industrial issues;
- Review of the use of temporary and casual employment;
- Agency implementation of other aspects of the certified agreement; and
- Salary packaging.

PART 8: COLLECTIVE INDUSTRIAL RELATIONS

- (1) The Government acknowledges that structured, collective industrial relations will continue as a fundamental principle of the management of agencies and public sector units. The principle recognises the important role of unions and the traditionally high levels of union membership in the public sector. It supports constructive relations between management and unions and recognises the need to work collaboratively with relevant unions and employees in an open and accountable way.
- (2) The Government as an employer recognises that union membership and coverage issues are determined by the provisions of the *Industrial Relations Act 1999* and any determinations of the Queensland Industrial Relations Commission.
- (3) The Government is committed to collective agreements and will not support non-union agreements, Queensland Workplace Agreements or Australian Workplace Agreements.
- (4) Consistent with principles established by a full bench of the Queensland Industrial Relations Commission, the Government will agree to support the “rolling up” of certified agreement wage rates into the relevant awards.

PART 9: ILO CONVENTIONS

The Queensland Government as an employer recognises its obligations to give effect to international labour standards including freedom of association, workers’ representatives, collective bargaining and equality of opportunity for all public sector workers.

PART 10: UNION ENCOURAGEMENT

- (1) The Government recognises the right of individuals to join a union and will encourage that membership. However, it is also recognised that union membership remains at the discretion of individuals.
- (2) An application for union membership and information on the relevant union/s will be provided to all employees at the point of engagement.
- (3) Information on the relevant union(s) will be included in induction materials.
- (4) Union representative(s) will be provided with the opportunity to discuss union membership with new employees.
- (5) Where requested by public sector unions, agencies and public sector units will provide payroll deduction facilities for union subscriptions.

PART 11: UNION DELEGATES

- (1) The Government acknowledges the constructive role democratically elected union delegates undertake in the workplace in relation to union activities that support and assist members. That role will be formally recognised, accepted and supported.
- (2) Public sector employees will be given full access to union delegates/officials during working hours to discuss any employment matter or seek union advice, provided that service delivery is not disrupted and work requirements are not unduly affected.

- (3) Provided that service delivery and work requirements are not unduly affected, delegates will be provided convenient access to facilities for the purpose of undertaking union activities. Such facilities include: telephones, computers, e-mail, photocopiers, facsimile machines, storage facilities, meeting rooms and notice boards. It is expected that management and delegates will take a reasonable approach to the responsible use of such facilities for information and communication purposes.
- (4) Subject to the relevant employee's written approval and any confidentiality provisions, delegates may request access to documents and policies related to a member's employment.

PART 12: INDUSTRIAL RELATIONS EDUCATION LEAVE

- (1) Industrial relations education leave is paid time off to acquire knowledge and competencies in industrial relations. Such knowledge and competencies can allow employees to effectively participate in consultative structures, perform a representative role and further the effective operation of grievance and dispute settlement procedures.
- (2) Employees may be granted up to 5 working days (or the equivalent hours) paid time off (non-cumulative) per calendar year to attend industrial relations education sessions, approved by the chief executive (or delegated authority) of the agency.
- (3) Additional leave, over and above 5 working days non-cumulative (or the equivalent hours) in any one calendar year may be granted where approved structured employees' training courses involve more than 5 working days (or the equivalent). Such leave will be subject to consultation between the chief executive (or delegated authority) of the agency, the relevant union and the employee.
- (4) Upon request and subject to approval by the chief executive (or delegated authority) of the agency, employees may be granted paid time off in special circumstances to attend Management Committee Meetings, Union Conferences, and ACTU Congress.
- (5) The granting of industrial relations education leave or any additional leave should not impact adversely on service delivery, work requirements or the effectiveness and efficiency of the agency/work unit concerned. At the same time such leave shall not be unreasonably refused.
- (6) At the discretion of the chief executive of the agency/public sector unit concerned, public sector employees may be granted special leave without pay to undertake work with their union. Such leave will be in accordance with the Ministerial Directive 14/99 "Special Leave" in relation to special leave without salary. Conditions outlined in the Special Leave Directive that provide for the employees' return to work after unpaid leave will be met.

PART 13: PREVENTION AND SETTLEMENT OF DISPUTES

- (1) The objectives of this procedure are the avoidance and resolution of any disputes over matters covered by this agreement, by measures based on the provision of information and explanation, consultation, co-operation and negotiation.
- (2) Subject to legislation, while the dispute procedure is being followed, normal work is to continue except in the case of a genuine safety issue. The *status quo* existing before the emergence of a dispute is to continue whilst the procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.
- (3) There is a requirement for management to provide relevant information and explanation and consult with the appropriate employee representatives.
- (4) In the event of any disagreement between the parties as to the interpretation or implementation of this agreement, the following procedures shall apply:
 - (a) 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 24 hours and the procedure should not extend beyond 7 days;

- (b) if the matter is not resolved as per (a) above, 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 parties to discuss the matter. This process should not extend beyond 7 days;
 - (c) if the matter remains unresolved it may be referred to the employee and/or his/her union representative and the CPCC for discussion and appropriate action. This process should not exceed 14 days;
 - (d) if the matter is not resolved then it may be referred by either party to the Queensland Industrial Relations Commission for conciliation, or if necessary, arbitration.
- (5) Nothing contained in this procedure shall prevent unions or the Queensland Government from intervening in respect of matters in dispute, should such action be considered conducive to achieving resolution.

SIGNATORIES

Signed for and on behalf of all parties to the agreement.

Appendix 1: Applicable Queensland Government Departments and Agencies

This Agreement shall apply to relevant employees of the Board of the Queensland Museum, Library Board of Queensland, Queensland Art Gallery Board of Trustees and the following Queensland Government departments and agencies:

- Anti-Discrimination Commission;
- Children's Commission;
- Department of Aboriginal and Torres Strait Islander Policy and Development;
- Department of Communication and Information, Local Government, Planning and Sport (excluding CITEC);
- Department of Corrective Services (excluding Custodial Corrections Officers and other employees such as Activities Officers, Trade Instructors and Farm Officers who are remunerated under the Corrections Stream of the *Queensland Corrective Services Commission Award - State* and Field Supervisors and Field Officers, Work Programs);
- Department of Education (excluding teachers as defined at clause 1 of the *Teachers' Award - State*, community teachers and assistant teachers as defined at clause 1.2 of the *Community Teachers, Assistant Teachers - Aboriginal and Torres Strait Islander Community Schools Award - State*, teacher aides and cleaners);
- Department of Emergency Services (including Customer Service Officers providing services for the QAS Subscription Scheme; excluding Queensland Fire and Rescue Authority and Queensland Ambulance Service);
- Department of Employment, Training and Industrial Relations (including TAFE Queensland);
- Department of Equity and Fair Trading (including the Queensland Building Tribunal);
- Department of Housing;
- Department of Justice and Attorney-General (including Arts Queensland, Corporate Administration Agency, Queensland Art Gallery, Queensland Museum, State Library of Queensland; excluding Legal Aid Queensland);
- Department of Mines and Energy (including Safety in Mines Testing and Research Station);
- Department of Natural Resources (including State Water Projects);
- Department of Police (excluding constables, non-commissioned officers, commissioned officers, police liaison officers, employees engaged under the pilot program for QATSIP and members of the Police Band);
- Department of the Premier and Cabinet (including Office of the Public Service Commissioner, and Office of the Queensland Parliamentary Counsel);
- Department of Primary Industries (including Corporate Services Agency, Queensland Boating and Fisheries Patrol; excluding DPI-Forestry)
- Department of Public Works (excluding commercialised business units);
- Department of State Development;
- Department of Tourism and Racing;
- Department of Transport (including Maritime Division);
- Disability Services Queensland;
- Electoral Commission of Queensland;
- Environmental Protection Agency;
- Families Youth and Community Care Queensland (including the Juvenile Detention Program);
- Industrial Registry;
- Legal Aid Queensland;
- Office of the Adult Guardian;
- Office of the Board of Senior Secondary School Studies;
- Office of the Board of Teacher Registration;
- Office of the Queensland School Curriculum Council;
- Office of the Tertiary Entrance Procedures Authority;
- Public Trust Office;
- Queensland Audit Office;
- Queensland Crime Commission;
- Queensland Nursing Council;
- Treasury Department (including Government Superannuation Office, the Office of State Revenue and the Office of Gaming Regulation).

Appendix 2: Applicable Certified Agreements and Provisions

Column A (Certified Agreement)	Column B (Provisions)	Column C (Reg. No.)
Anti-Discrimination Commission Queensland Certified Agreement 1998	All	CA301/98
Core Queensland Government Departments Certified Agreement 1997	All	CA277/97
Core Units of the Department of Public Works and Housing – Certified Agreement 1997	All	CA677/97
Corporate Administration Agency Queensland Cultural Centre Car Park Officers Certified Agreement	All	CA525/99
Department of Corrective Services - Enterprise Bargaining – Certified Agreement 1999	All	CA488/99
The Department of Economic Development and Trade Enterprise Development Agreement Certified Agreement 1997	All	CA601/97
Department of Education Queensland Certified Agreement 1997	All	CA717/97
Department of Emergency Services Enterprise Partnership Certified Agreement 1997	All	CA597/97
Department of Environment Enterprise Development Certified Agreement 1997	All	CA696/97
Department of Mines and Energy Certified Agreement 1997	All	CA787/97
Department of Natural Resources (excluding State Water Projects) Enterprise Development Certified Agreement 1997	All	CA618/97
Department of Primary Industries – Corporate Services Agency, Certified Agreement 1997	All	CA646/97
Department of Primary Industries, Fisheries and Forestry – Certified Agreement 1997	All	CA664/97
Department of Primary Industries - Queensland Boating and Fisheries Patrol - Certified Agreement 1999	All	CA157/99
Juvenile Detention Program of the Queensland Corrective Services Commission – Certified Agreement 1997	All	CA521/97
Government Superannuation Office Certified Agreement 1997	All	CA621/97
Legal Aid Queensland Certified Agreement 2000	All	CA578/00
Office of the Board of Senior Secondary School Studies Certified Agreement 1997	All	CA583/97
Office of Racing Queensland - Certified Agreement 1997	All	CA17/98
Office of State Revenue Enterprise Bargaining Certified Agreement 1997	All	CA614/97
Queensland Ambulance Service (Customer Service Offices) Enterprise Partnership Agreement 1997	All	CA598/97
Queensland Art Gallery - Certified Agreement 1997	All	CA627/97
Queensland Audit Office Enterprise Partnership Certified Agreement 1997	All	CA644/97
Queensland Crime Commission - Certified Agreement 1998	All	CA517/98
Queensland Government Department of Families, Youth and Community Care Certified Agreement 1997	All	CA690/97
Queensland Government - Department of Justice, Public Trust Office and Electoral Commission of Queensland Certified Agreement 1997	All	CA689/97
Queensland Government - Department of Local Government and Planning Certified Agreement 1997	All	CA520/97
Queensland Government - Department of the Premier and Cabinet - Certified Agreement 1997	All	CA625/97
Queensland Government - Department of Tourism, Small Business and Industry – Certified Agreement 1997	All	CA522/97
Queensland Government - Department of Training and Industrial Relations Enterprise Development Agreement 1997	All	CA557/97
Queensland Government - Department of Transport Certified Agreement 1997	All	CA615/97
Queensland Government - Queensland Treasury (Core) - Certified Agreement 1997	All	CA620/97
Queensland Government-The Arts Office and Queensland Cultural Centre Trust Certified Agreement 1997	All	CA623/97
Queensland Museum Enterprise Development Certified Agreement 1997	All	CA626/97
Queensland Police Service Certified Agreement 2, 1997	All	CA743/97
Queensland Transport Maritime Services – Certified Agreement 1998	All	CA401/99
State Library of Queensland Enterprise Development Agreement 1997	All	CA624/97
State Water Projects (Department of Natural Resources) Enterprise Development Certified Agreement 1997	All	CA619/97
Safety in Mines Testing and Research Station – Certified Agreement 1997	All	CA778/97
TAFE Queensland Certified Agreement 1997	All	CA718/97
TAFE Queensland International Enterprise Partnership Agreement 1997	All	CA144/98
The Queensland Nursing Council Enterprise Development Agreement Certified Agreement	All	CA11/98

1997		
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Appendix 3: Salary Schedules

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- Public Service Award – State
- Employees of Queensland Government Departments (Other than Public Servants) Award
- Award for Employees in the Intellectual Handicap Service – Department of Health
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- Pilots - Airwing - QPS - Certified Agreement 1996
- Public Service Medical Officers' Award – State
- Queensland Nursing Council Employees' Award - State
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- Transport, Distribution and Courier Industry Award – State
- Youth Workers Employed by the Department of Family and Youth Services Award – State

PUBLIC SERVICE AWARD STATE – ADMINISTRATIVE STREAM

Classification Level	Pay Point	Column A 1-Jul-00 Per Fortnight	Column B 1-Jul-01 Per Fortnight	Column C 1-Jul-02 Per Fortnight	Classification Level	Pay Point	Column A 1-Jul-00 Per Fortnight	Column B 1-Jul-01 Per Fortnight	Column C 1-Jul-02 Per Fortnight				
L1	Age 21	1	681.00	701.40	722.40	L3	1	1779.10	1832.50	1887.50			
		2	751.40	773.90	797.10		2	1833.60	1888.60	1945.30			
		3	821.60	846.20	871.60		3	1888.20	1944.80	2003.10			
L2	Age 21	4	1054.70	1086.30	1118.90	L4	4	1942.80	2001.10	2061.10			
		1	981.30	1010.70	1041.00		1	2068.30	2130.30	2194.20			
		2	1017.80	1048.30	1079.70		2	2121.60	2185.20	2250.80			
		3	1054.70	1086.30	1118.90		3	2174.90	2240.10	2307.30			
L3	Age 21	4	1091.30	1124.00	1157.70	L5	4	2228.20	2295.00	2363.90			
		5	1128.20	1162.00	1196.90		1	2330.40	2400.30	2472.30			
		6	1164.80	1199.70	1235.70		2	2386.50	2458.10	2531.80			
		7	1201.30	1237.30	1274.40		3	2442.70	2516.00	2591.50			
		8	1238.40	1275.60	1313.90		4	2498.70	2573.70	2650.90			
L4	Age 21	1	1324.60	1364.30	1405.20	L6	1	2581.90	2659.40	2739.20			
		2	1375.60	1416.90	1459.40		2	2631.70	2710.70	2792.00			
		3	1426.60	1469.40	1513.50		3	2681.00	2761.40	2844.20			
		4	1477.20	1521.50	1567.10		4	2730.60	2812.50	2896.90			
L5	Age 21	1	1566.30	1613.30	1661.70	PUBLIC SERVICE AWARD STATE - TECHNICAL STREAM							
		2	1618.00	1666.50	1716.50	Classification Level	Pay Point	Column A 1-Jul-00 Per Fortnight	Column B 1-Jul-01 Per Fortnight	Column C 1-Jul-02 Per Fortnight			
		3	1670.10	1720.20	1771.80	L1	Age 21	1	708.50	729.80	751.70		
		4	1722.30	1774.00	1827.20			2	819.60	844.20	869.50		
1	1815.00	1869.50	1925.60	3	930.60			958.50	987.30				
2	1867.80	1923.80	1981.50	4	1041.30			1072.50	1104.70				
L6	Age 21	3	1920.30	1977.90	2037.20	5	1101.60	1134.60	1168.60				
		4	1972.70	2031.90	2092.90	6	1161.60	1196.40	1232.30				
		1	2082.50	2145.00	2209.40	7	1221.80	1258.50	1296.30				
		2	2131.20	2195.10	2261.00	L2	Age 21	1	1244.00	1281.30	1319.70		
3	2179.70	2245.10	2312.50	2	1290.70			1329.40	1369.30				
4	2228.20	2295.00	2363.90	3	1337.20			1377.30	1418.60				
1	2330.40	2400.30	2472.30	4	1384.00			1425.50	1468.30				
L7	Age 21	2	2386.50	2458.10	2531.80	5	1430.70	1473.60	1517.80				
		3	2442.70	2516.00	2591.50	6	1477.20	1521.50	1567.10				
		4	2498.70	2573.70	2650.90	L3	Age 21	1	1566.30	1613.30	1661.70		
		1	2581.90	2659.40	2739.20			2	1608.80	1657.10	1706.80		
2	2631.70	2710.70	2792.00	3	1651.10			1700.60	1751.60				
3	2681.00	2761.40	2844.20	4	1693.40			1744.20	1796.50				
L8	Age 21	4	2730.60	2812.50	2896.90	L4	Age 21	1	1779.10	1832.50	1887.50		
		1	2825.50	2908.50	2992.50			2	1836.50	1891.60	1948.30		
		2	2920.40	3007.40	3107.40			3	1893.70	1950.50	2009.00		
		3	3015.30	3121.30	3227.30			L5	Age 21	1	1972.70	2031.90	2092.90
4	3110.20	3220.20	3327.20	2	2031.10	2092.00	2154.80						
1	3205.10	3319.10	3433.10	3	2089.80	2152.50	2217.10						
2	3300.00	3423.00	3537.00	4	2148.30	2212.70	2279.10						
L9	Age 21	3	3394.90	3517.90	3640.90	L6	Age 21	1	2218.20	2284.70	2353.20		
		4	3489.80	3621.80	3744.80			2	2274.20	2342.40	2412.70		
		5	3584.70	3725.70	3848.70			3	2330.40	2400.30	2472.30		
		6	3679.60	3829.60	3952.60			L1	Age 21	1	708.50	729.80	751.70
		7	3774.50	3933.50	4056.50					2	819.60	844.20	869.50
		1	3869.40	4037.40	4160.40					3	930.60	958.50	987.30
2	3964.30	4141.30	4264.30	4	1041.30	1072.50	1104.70						
3	4059.20	4245.20	4368.20	5	1101.60	1134.60	1168.60						
4	4154.10	4349.10	4472.10	6	1161.60	1196.40	1232.30						
L10	Age 21	5	4249.00	4453.00	4577.00	7	1221.80	1258.50	1296.30				
		6	4343.90	4556.90	4680.90	L2	Age 21	1	1244.00	1281.30	1319.70		
		7	4438.80	4660.80	4784.80			2	1290.70	1329.40	1369.30		
		1	4533.70	4764.70	4888.70			3	1337.20	1377.30	1418.60		
		2	4628.60	4868.60	4992.60			4	1384.00	1425.50	1468.30		
		3	4723.50	4972.50	5096.50			5	1430.70	1473.60	1517.80		
4	4818.40	5076.40	5200.40	6	1477.20			1521.50	1567.10				

PUBLIC SERVICE AWARD STATE - PROFESSIONAL STREAM

Classification Level	Pay Point	Column A 1-Jul-00 Per Fortnight	Column B 1-Jul-01 Per Fortnight	Column C 1-Jul-02 Per Fortnight	
L1	Age 21	1	708.50	729.80	751.70
		2	819.60	844.20	869.50
		3	930.60	958.50	987.30
		4	1041.30	1072.50	1104.70
		5	1101.60	1134.60	1168.60
		6	1161.60	1196.40	1232.30
L2	Age 21	7	1221.80	1258.50	1296.30
		1	1323.10	1362.80	1403.70
		2	1397.40	1439.30	1482.50
		3	1471.30	1515.40	1560.90
		4	1545.50	1591.90	1639.70
		5	1619.90	1668.50	1718.60
L3	Age 21	6	1693.40	1744.20	1796.50
		1	1825.50	1887.50	1948.30
		2	1910.40	1972.30	2037.20
		3	1995.30	2057.20	2122.10
		4	2080.20	2142.10	2207.00
		5	2165.10	2227.00	2291.90
L4	Age 21	6	2250.00	2311.90	2373.80
		1	2344.90	2406.80	2468.70
		2	2429.80	2481.70	2543.60
		3	2514.70	2556.60	2618.50
		4	2599.60	2631.50	2693.40
		5	2684.50	2706.40	2768.30
L5	Age 21	6	2769.40	2781.30	2843.20
		1	2864.30	2896.20	2958.10
		2	2949.20	2981.10	3043.00
		3	3034.10	3066.00	3127.90
		4	3119.00	3150.90	3212.80
		5	3203.90	3235.80	3297.70
L6	Age 21	6	3288.80	3320.70	3382.60
		1	3383.70	3415.60	3477.50
		2	3468.60	3500.50	3562.40
		3	3553.50	3585.40	3647.30
		4	3638.40	3670.30	3732.20
		5	3723.30	3755.20	3817.10

PUBLIC SERVICE AWARD STATE – PROFESSIONAL STREAM ...

cont

PUBLIC SERVICE AWARD STATE - OPERATIONAL STREAM					Classification	Column A	Column B	Column C									
Classification Level	Pay Point	Column A 1-Jul-00 Per Fortnight	Column B 1-Jul-01 Per Fortnight	Column C 1-Jul-02 Per Fortnight	Level	Pay Point											
					Administrative Stream												
L1	1	545.80	562.20	579.10	L1	1	681.00	701.40	722.40								
		628.10	646.90	666.30		2	751.40	773.90	797.10								
		710.90	732.20	754.20		3	821.60	846.20	871.60								
L2	Age 21	793.30	817.10	841.60	L2	Age 21	1	981.30	1010.70	1041.00							
		875.90	902.20	929.30			2	1017.80	1048.30	1079.70							
		958.60	987.40	1017.00			3	1054.70	1086.30	1118.90							
		981.30	1010.70	1041.00			4	1091.30	1124.00	1157.70							
		1019.90	1050.50	1082.00			5	1128.20	1162.00	1196.90							
L3	1	1058.40	1090.20	1122.90	L3	1	6	1164.80	1199.70	1235.70							
		1096.60	1129.50	1163.40			7	1201.30	1237.30	1274.40							
		1119.50	1153.10	1187.70			8	1238.40	1275.60	1313.90							
		1149.00	1183.50	1219.00			1	1324.60	1364.30	1405.20							
L4	1	1178.60	1214.00	1250.40	L4	1	2	1375.60	1416.90	1459.40							
		1208.30	1244.50	1281.80			3	1426.60	1469.40	1513.50							
		1263.20	1301.10	1340.10			4	1477.20	1521.50	1567.10							
		1304.50	1343.60	1383.90			1	1566.30	1613.30	1661.70							
L5	2	1345.90	1386.30	1427.90	L5	2	2	1618.00	1666.50	1716.50							
		1387.00	1428.60	1471.50			3	1670.10	1720.20	1771.80							
		1423.50	1466.20	1510.20			4	1722.30	1774.00	1827.20							
		1470.90	1515.00	1560.50			1	1815.00	1869.50	1925.60							
L6	3	1518.60	1564.20	1611.10	L6	3	2	1867.80	1923.80	1981.50							
		1566.30	1613.30	1661.70			3	1920.30	1977.90	2037.20							
		1635.10	1684.20	1734.70			4	1972.70	2031.90	2092.90							
		1678.80	1729.20	1781.10			1	2082.50	2145.00	2209.40							
L7	3	1722.30	1774.00	1827.20	L7	3	2	2131.20	2195.10	2261.00							
		1805.10	1859.30	1915.10			3	2179.70	2245.10	2312.50							
		1849.40	1904.90	1962.00			4	2228.20	2295.00	2363.90							
		1893.70	1950.50	2009.00			1	2330.40	2400.30	2472.30							
PUBLIC SERVICE AWARD - STATE - SCHEDULE C - RATES OF PAY FOR NURSING STAFF					Operational Stream												
Level	Year	Column A 1-Jul-00 Per Fortnight	Column B 1-Jul-01 Per Fortnight	Column C 1-Jul-02 Per Fortnight	L8	1	2330.40	2400.30	2472.30								
							2386.50	2458.10	2531.80								
							2442.70	2516.00	2591.50								
							2498.70	2573.70	2650.90								
							2581.90	2659.40	2739.20								
							2631.70	2710.70	2792.00								
							2681.00	2761.40	2844.20								
							2730.60	2812.50	2896.90								
							545.80	562.20	579.10								
							628.10	646.90	666.30								
							710.90	732.20	754.20								
							793.30	817.10	841.60								
							875.90	902.20	929.30								
							958.60	987.40	1017.00								
							L2	Age 21	981.30	1010.70	1041.00	L2	Age 21	1	981.30	1010.70	1041.00
									1019.90	1050.50	1082.00			2	1019.90	1050.50	1082.00
									1058.40	1090.20	1122.90			3	1058.40	1090.20	1122.90
									1096.60	1129.50	1163.40			4	1096.60	1129.50	1163.40
							L3	1	1119.50	1153.10	1187.70	L3	1	1	1119.50	1153.10	1187.70
									1149.00	1183.50	1219.00			2	1149.00	1183.50	1219.00
									1178.60	1214.00	1250.40			3	1178.60	1214.00	1250.40
							L4	1	1208.30	1244.50	1281.80	L4	1	4	1208.30	1244.50	1281.80
									1263.20	1301.10	1340.10			1	1263.20	1301.10	1340.10
									1304.50	1343.60	1383.90			2	1304.50	1343.60	1383.90
1345.90	1386.30	1427.90	3	1345.90	1386.30	1427.90											
L5	2	1387.00	1428.60	1471.50	L5	2	4	1387.00	1428.60	1471.50							
		1423.50	1466.20	1510.20			1	1423.50	1466.20	1510.20							
		1470.90	1515.00	1560.50			2	1470.90	1515.00	1560.50							
		1518.60	1564.20	1611.10			3	1518.60	1564.20	1611.10							
L6	3	1566.30	1613.30	1661.70	L6	3	4	1566.30	1613.30	1661.70							
		1635.10	1684.20	1734.70			1	1635.10	1684.20	1734.70							
		1678.80	1729.20	1781.10			2	1678.80	1729.20	1781.10							
		1722.30	1774.00	1827.20			3	1722.30	1774.00	1827.20							

Note: These rates will also apply to the Temporary Clerks' Award - Queensland Government and the Award for Employees in the Intellectual Handicap Service - Department of Health

EMPLOYEES OF QUEENSLAND GOVERNMENT DEPTS (OTHER THAN PUBLIC SERVANTS) AWARD

L7	1	1805.10	1859.30	1915.10
	2	1849.40	1904.90	1962.00
	3	1893.70	1950.50	2009.00

SENIOR COLLEGE TEACHERS AWARD - STATE

TAFE TEACHERS AWARD - STATE

	Column A 1-Jul-00 Per Fortnight	Column B 1-Jul-01 Per Fortnight	Column C 1-Jul-02 Per Fortnight				
Classification/Level				Classification/Level			
Tutors				Tutors			
Step 1	999.70	1029.70	1060.60	Step 1	999.70	1029.70	1060.60
Step 2	1041.10	1072.30	1104.50	Step 2	1041.10	1072.30	1104.50
Step 3	1090.80	1123.50	1157.20	Step 3	1090.80	1123.50	1157.20
Step 4	1140.90	1175.10	1210.40	Step 4	1140.90	1175.10	1210.40
Step 5	1196.90	1232.80	1269.80	Step 5	1196.90	1232.80	1269.80
Teachers				Teachers			
Step 1	1401.40	1443.40	1486.70	Step 1	1200.30	1236.30	1273.40
Step 2	1462.00	1505.90	1551.10	Step 2	1353.80	1394.40	1436.20
Step 3	1533.60	1579.60	1627.00	Step 3	1401.40	1443.40	1486.70
Step 4	1604.90	1653.00	1702.60	Step 4	1462.00	1505.90	1551.10
Step 5	1676.20	1726.50	1778.30	Step 5	1533.60	1579.60	1627.00
Step 6	1748.60	1801.10	1855.10	Step 6	1604.90	1653.00	1702.60
Step 7	1822.50	1877.20	1933.50	Step 7	1676.20	1726.50	1778.30
Step 8	1896.20	1953.10	2011.70	Step 8	1748.60	1801.10	1855.10
Step 9	1970.40	2029.50	2090.40	Step 9	1822.50	1877.20	1933.50
Principal Teacher 2				Step 10	1896.20	1953.10	2011.70
Step 1	2019.40	2080.00	2142.40	Step 11	1970.40	2029.50	2090.40
Step 2	2069.00	2131.10	2195.00	Principal Teacher 2			
Step 3	2118.20	2181.70	2247.20	Step 1	2019.40	2080.00	2142.40
Principal Teacher 1				Step 2	2069.00	2131.10	2195.00
Step 1	2167.30	2232.30	2299.30	Step 3	2118.20	2181.70	2247.20
Step 2	2216.90	2283.40	2351.90	Principal Teacher 1			
Step 3	2266.00	2334.00	2404.00	Step 1	2167.30	2232.30	2299.30
Associate Director				Step 2	2216.90	2283.40	2351.90
Level 1	2315.10	2384.60	2456.10	Step 3	2266.00	2334.00	2404.00
Level 2	2379.10	2450.50	2524.00	Associate Director			
Level 3	2443.30	2516.60	2592.10	Level 1	2315.10	2384.60	2456.10
Level 4	2512.10	2587.50	2665.10	Level 2	2379.10	2450.50	2524.00
				Level 3	2443.30	2516.60	2592.10
				Level 4	2512.10	2587.50	2665.10

BAKING, PROCESSING, DISTRIBUTION AND MANUFACTURING INDUSTRY AWARD - NORTHERN DIVISION

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
Level 1	420.10	432.70	445.70
Level 2			
Baking Award:- All Others Bread Room Staff	440.80	454.00	467.60
Pastrycooks' Award:- Cake Finisher/Packer Wrapper/Oven Feeder All Others	440.10	453.30	466.90
Weigher/Despatcher	440.90	454.10	467.70

BAKING, PROCESSING, DISTRIBUTION AND
MANUFACTURING INDUSTRY AWARD - NORTHERN

DIVISION ... cont

Level 3

Baking Award:-

Bread Room Staff 466.80 480.80 495.20

Pastrycooks' Award:-

Cake Finisher/Packer

Wrapper/Oven Feeder

All Others

Weigher/Despatcher 465.70 479.70 494.10

Ovensman 472.50 486.70 501.30

Level 4

Baking Award:-

Bread Room Staff

Bakers Assistant 485.00 499.60 514.60

Pastrycooks' Award:-

Pastrycook (Unqualified) 484.70 499.20 514.20

Ovensman 490.10 504.80 519.90

Level 5

Baking Award:-

Bakers Assistant 516.10 531.60 547.50

Operative Baker

Single Hand Baker 525.60 541.40 557.60

Pastrycooks' Award:-

Pastrycook 515.70 531.20 547.10

Decorator Qualified

Pastrycook Single Hand

Pastrycook 521.50 537.10 553.20

Level 6

Past Trade

Qualifications 552.80 569.40 586.50

Supervisors

Carters' Rates -

Baker's Carter 479.00 493.40 508.20

Bulk Carter 479.00 493.40 508.20

Baker's Carter Assistant 459.80 473.60 487.80

BOARDING HOUSE EMPLOYEES AWARD - STATE

(EXCLUDING SOUTH -EAST QUEENSLAND)

	Column A	Column B	Column C
	1-Jul-00	1-Jul-01	1-Jul-02
	Per Week	Per Week	Per Week

kitchen staff

Chief Cook 448.90 462.40 476.30

Second Cook 435.30 448.40 461.90

Qualified Cook 425.80 438.60 451.80

Single Hand Cook 413.80 426.20 439.00

Cook 409.00 421.30 433.90

Kitchen Man/Maid 402.30 414.40 426.80

Dining Room Staff 405.70 417.90 430.40

Waitress

House Staff

Housemaid, 402.30 414.40 426.80

Waitress, Laundress

Porter, Yardman, All 399.00 411.00 423.30

Others

Juniors

Males

Under 17 227.80 234.60 241.60

17 years 265.60 273.60 281.80

18 years 303.90 313.00 322.40

19 years 342.00 352.30 362.90

Females

Under 18 265.60 273.60 281.80

18 years 304.60 313.70 323.10

Allowances

Supervisory

1-8 employees

9-16 employees No Variation

17 or more employees

BUILDING CONSTRUCTION INDUSTRY AWARD - STATE

	Column A	Column B	Column C
	1-Jul-00	1-Jul-01	1-Jul-02
	Per Week	Per Week	Per Week

Level (a)

Special Class Tradesman 558.00 574.70 591.90

Marker/ Setter Out 550.20 566.70 583.70

Signwriter 545.40 561.80 578.70

Bricklayer, Carpenter and /or Joiner, 533.60 549.60 566.10

Caster, Fixer, Floorlayer Specialist,

Plasterer (Wall and Ceiling Fixing),

Tilelayer, Mason, Artificial Stone

Worker, Painter, Glazier, Roof Tiler,

Slate Ridge or Roof Fixer, Resilient

Floor Layer, Plumber

Machinist 515.40 530.90 546.80

Stonemasons Assistant, Terrazzo 496.70 511.60 526.90

Assistant

(b)

(i) Licensed Drainers 533.60 549.60 566.10

(ii) Rigger, Drainer dogman 530.00 545.90 562.30

(iii) Scaffolder, Powder Monkey, 510.90 526.20 542.00

Hoist or Winch Driver, Foundation

Shaftsperson (as defined),

Concrete Finisher, Steel Fixer,

including Tack Welder

Labourer, Labourer assisting any 496.70 511.60 526.90

other tradesman, Assistant Rigger,

Assistant Powder Monkey (as

defined) , Demolition work (after

three months experience), Gear

Hand, Jackhammer man, Mixer

Driver (concrete), Steel

Erector, aluminium alloy structural

Erectors (whether prefabricated or

otherwise), Gantry Hand or Crane

Hand, Crane Chaser, Cement Gun

Operator, Concrete cutting or drilling

machine Operator, Concrete Gang

including Concrete Floater, Roof

Layer (malthoid or similar material),

Dump Cart Operator, Steel or Bar

Bender to pattern or plan,

Underpinner, Concrete

Form work Stripper.

(v) Builders' Labourer other than that 461.30 475.10 489.40

specified above in (i) and (iv) hereof

BOARDING HOUSE EMPLOYEES AWARD - STATE

(EXCLUDING SOUTH -EAST QUEENSLAND) ... cont

Other Staff

BUILDING TRADES PUBLIC SECTOR AWARD - STATE

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
3.3 A. Joinery, Shopfitting, Factory or Shop; Other than Building Construction			
Joiners, Shopfitters, Machinists, Glaziers, Carpenters, Bricklayers, Plasterers (including fibrous plasterers), Floor Specialists, Tilers, Plumbers, Licensed Drainers, Leadlight Workers, Painters, Sand Blasters	533.50	549.50	566.00
Assembler A	466.70	480.70	495.10
Assembler B	441.50	454.70	468.30
Labourer	432.40	445.40	458.80

Appendix A. On-Site Building Construction

(a) Carpenters, Joiners, machinists, bricklayers, plasterers (including fibrous plasterers), floor specialists, tilers, masons, plumbers, licensed drainers, leadlight workers, painters, glaziers, and sand blasters.	533.50	549.50	566.00
(b) Riggers, dogman	508.00	523.20	538.90
(c) Certificated scaffolder, power monkey, hoist or winch driver, foundation shaftsperson (as defined), concrete finisher, steel fixer (including when tack welding)	492.30	507.10	522.30
(d) Bricklayers' labourers, plasterers' labourers, labourer assisting any other tradesperson, assistant rigger (as defined), assistant powder monkey (as defined), demolition worker (after three month's experience), gear hand, jackhammer person, mixer driver (concrete), steel erector, aluminium alloy structural erector (whether prefabricated or otherwise), gantry hand or crane hand, crane chaser, concrete cutting or drilling machine operator, concrete gang including concrete floater (as defined), roof layer (Mathoid or similar material), dump cart operator, steel or bar bender to pattern or plan, underpinner, concrete formwork stripper	477.90	492.20	507.00
(e) Builders' labourers employed on work other than that specified in (b) to (d) hereof	451.10	464.60	478.50
(f) Masons in the employment of the Crown shall be paid a tool allowance of \$12.20 per week.			

BUILDING TRADES PUBLIC SECTOR AWARD – STATE ... cont
Schedule 2. Labourers employed by the Crown, Local Government and the Brisbane City Council in an off-site situation

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
(1) Dogman	487.20	501.80	516.90
(2) Certificated Scaffolder	479.50	493.90	508.70
(3) Builders' labourer - (a) Power monkey, hoist driver, gear hand, gantry hand, jackhammer person, concrete cutting or drilling machine operator, steel bender	468.70	482.80	497.30
(b) Labourer assisting any tradesperson or other employees as classified in subclause (1), (2) and provision (a) of this schedule, demolition worker, pile driver, mixer driver, steel-erector, crane hand, crane chaser, cement pump or gun operator, steel fixer including tack welder, concrete hand, dump cart operator	462.40	476.30	490.60
(c) Labourer on work other than that specified in provisions (a) and (b) of this schedule	449.60	463.10	477.00

CAFÉ, RESTAURANT AND CATERING AWARD - STATE
(EXCLUDING SOUTH EAST QUEENSLAND)

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
Kitchen Staff			
Establishments where three or more cooks are employed			
Chef or Chief Cook	480.90	495.30	510.20
Second Cook	463.40	477.30	491.60
Establishments where less than three cooks are employed			
Chief Cook	463.40	477.30	491.60
All Types of Establishments			
Qualified Cook	453.70	467.30	481.30
Single Hand Cook	439.10	452.30	465.90
Other Cook	430.60	443.50	456.80
Kitchenman/Kitchenmaid	423.30	436.00	449.10
All Others			
Dining Room Staff Head Waiter	449.70	463.20	477.10
Drink Waiter/Waitress	435.10	448.20	461.60
Food Waiter/Waitress	430.10	443.00	456.30
Receptionist/Cashier	430.10	443.00	456.30
All Others	423.30	436.00	449.10
Bar Attendant wherever employed	435.10	448.20	461.60

CIVIL CONSTRUCTION, OPERATIONS AND MAINTENANCE
GENERAL AWARD - STATE

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
Levels			
CW 1(a)	456.50	470.20	484.30
CW 1(b)	471.80	486.00	500.60
CW 2	482.00	496.50	511.40
CW 3	494.40	509.20	524.50
CW 4	513.00	528.40	544.30
CW 5	533.60	549.60	566.10
CW 6	559.60	576.40	593.70
CW 7	585.00	602.60	620.70
CW 8	610.90	629.20	648.10
CW 9	636.50	655.60	675.30
CW 10	662.40	682.30	702.80
CW 11	688.20	708.80	730.10
CW 12	714.00	735.40	757.50
CW 13	739.60	761.80	784.70
CW 14	765.40	788.40	812.10

CLERICAL EMPLOYEES AWARD - STATE

		Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
Level 1	1st Year of service	471.60	485.70	500.30
	2nd Year of service	481.90	496.40	511.30
	3rd Year of service	492.30	507.10	522.30
	4th Year of service	502.70	517.80	533.30
Level 2	1st Year of service	512.90	528.30	544.10
	2nd Year of service	523.10	538.80	555.00
	3rd Year of service	533.50	549.50	566.00
Level 3	1st Year of service	569.60	586.70	604.30
	2nd Year of service	584.90	602.40	620.50
		0.00	0.00	0.00
Level 4	1st Year of service	595.50	613.40	631.80
	2nd Year of service	610.80	629.10	648.00
Level 5	1st Year of service	646.90	666.30	686.30
	2nd Year of service	662.30	682.20	702.70

COMMUNITY EDUCATION COUNSELLORS INTERIM
AWARD - STATE

	Column A 1-Jul-00 Per Fort night	Column B 1-Jul-01 Per Fort night	Column C 1-Jul-02 Per Fort night
Classification CEC-1			
Paypoint 1	1039.90	1071.10	1103.20
Paypoint 2	1099.70	1132.70	1166.70
Paypoint 3	1159.60	1194.40	1230.20
Paypoint 4	1199.20	1235.20	1272.30
Paypoint 5	1236.10	1273.20	1311.40
Classification CEC-2			
Paypoint 1	1288.10	1326.70	1366.50
Paypoint 2	1334.70	1374.70	1415.90
Paypoint 3	1382.10	1423.60	1466.30
Paypoint 4	1429.90	1472.80	1517.00
Paypoint 5	1477.90	1522.20	1567.90
Classification CEC-3			
Paypoint 1	1568.80	1615.90	1664.40
Paypoint 2	1612.40	1660.80	1710.60
Paypoint 3	1656.10	1705.80	1757.00
Paypoint 4	1699.60	1750.60	1803.10

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
Classification CEC-4			
Paypoint 1	1824.30	1879.00	1935.40
Paypoint 2	1878.10	1934.40	1992.40
Paypoint 3	1932.10	1990.10	2049.80
Paypoint 4	1985.90	2045.50	2106.90

CONSERVATION, PARKS AND WILDLIFE EMPLOYEES' AWARD-
STATE GOVERNMENT

Classification		Column A 1-Jul-00 Per Fortnight	Column B 1-Jul-01 Per Fortnight	Column C 1-Jul-02 Per Fortnight
Level	Pay Point			
Operational Stream				
L1	1	545.80	562.20	579.10
	2	628.10	646.90	666.30
	3	710.90	732.20	754.20
	4	793.30	817.10	841.60
	5	875.90	902.20	929.30
	6	958.60	987.40	1017.00
L2	Age 21			
	1	981.30	1010.70	1041.00
	2	1019.90	1050.50	1082.00
	3	1058.40	1090.20	1122.90
	4	1096.60	1129.50	1163.40
L3				
	1	1119.50	1153.10	1187.70
	2	1149.00	1183.50	1219.00
	3	1178.60	1214.00	1250.40
	4	1208.30	1244.50	1281.80

CONSERVATION, PARKS AND WILDLIFE EMPLOYEES' AWARD-
STATE GOVERNMENT ... cont

Classification	Pay Point	Column A 1-Jul-00 Per Fortnight	Column B 1-Jul-01 Per Fortnight	Column C 1-Jul-02 Per Fortnight
L4	1	1263.20	1301.10	1340.10
	2	1304.50	1343.60	1383.90
	3	1345.90	1386.30	1427.90
	4	1387.00	1428.60	1471.50
L5	1	1423.50	1466.20	1510.20
	2	1470.90	1515.00	1560.50
	3	1518.60	1564.20	1611.10
	4	1566.30	1613.30	1661.70
L6	1	1635.10	1684.20	1734.70
	2	1678.80	1729.20	1781.10
	3	1722.30	1774.00	1827.20
L7	1	1805.10	1859.30	1915.10
	2	1849.40	1904.90	1962.00
	3	1893.70	1950.50	2009.00

ENGINEERING AWARD - STATE

Wage Group	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
C14	433.00	446.00	459.40
C13	453.20	466.80	480.80
C12	480.40	494.80	509.60
C11	505.80	521.00	536.60
C10	544.10	560.40	577.20
C9	569.40	586.50	604.10
C8	594.60	612.40	630.80
C7	620.90	639.50	658.70
C6	670.50	690.60	711.30
C5	695.00	715.90	737.40

ENGINEERING AWARD - STATE

Electrical Trades Personnel employed on traffic control and communications, Department of Transport

Industrial Agreement

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
Radio or TV Mechanic *	533.50	549.50	566.00
Electrical Fitter *	543.50	559.80	576.60
Electrician - Special Class #	584.90	602.40	620.50
Signal Electrician or Communication Tradesman Class 1	546.70	563.10	580.00

ENGINEERING AWARD – STATE ... cont

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
Signal Electrician or Communication Tradesman Class 2	560.10	576.90	594.20
Signal Electrician or Communication Tradesman Class 3	631.10	650.00	669.50
Signal Electrician or Communication Tradesman Class 4	584.90	602.40	620.50
Signals or Communications Supervisor 1	597.60	615.50	634.00
Signals or Communications Supervisor 2	611.00	629.30	648.20
Signals or Communications Supervisor 3	637.30	656.40	676.10
Senior Signals Supervisor	738.70	760.90	783.70
Senior Signals Supervisor	782.90	806.40	830.60

FORESTRY EMPLOYEES AWARD - DEPARTMENT OF PRIMARY INDUSTRIES AND DEPARTMENT OF NATURAL RESOURCES

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
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LEVELS

FE1	469.20	483.30	497.80
FE2	481.90	496.40	511.30
FE3	495.00	509.90	525.20
FE4	520.80	536.40	552.50
FE4A	533.50	549.50	566.00
FE5	559.40	576.20	593.50
FE6	584.90	602.40	620.50
FE7	610.80	629.10	648.00

FRUIT AND VEGETABLE GROWING INDUSTRY AWARD-
STATE

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
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5.(1) Subject to the additional payments required by Schedule B to this Award as to employers therein name, the minimum rates of wages payable to the following classes of employees shall be;

Age

Under 16 years	198.60	204.60	210.70
16 and under 17 years	234.60	241.60	248.80
17 and under 18 years	270.50	278.60	287.00
18 and under 19 years	288.60	297.30	306.20
Thereafter the adult rate.....	378.50	389.90	401.60

FURNITURE AND ALLIED TRADES AWARD - STATE

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
(j) Crown Wage Employee - Cabinet, French Polishers and Upholster	533.50	549.50	566.00

MISCELLANEOUS WORKERS' AWARD - STATE

	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
Level 1	440.80	454.00	467.60
Level 2	468.70	482.80	497.30
Level 3	494.40	509.20	524.50
Level 4	533.50	549.50	566.00

PILOTS - AIRWING - QPS - CERTIFIED AGREEMENT 1996

Classification	Column A 1-Jul-00 Per Fortnight	Column B 1-Jul-01 Per Fortnight	Column C 1-Jul-02 Per Fortnight
Chief Pilot	2835.90	2921.00	3008.60
Line Pilot (Fleet Endorsed)	2550.60	2627.10	2705.90
Line Pilot (Super Kingair, C208, C402)	2312.10	2381.50	2452.90
Line Pilot (C402, C208)	1932.80	1990.80	2050.50

PUBLIC SERVICE MEDICAL OFFICERS' AWARD - STATE

Classification Level	Column A 1-Jul-00 Per Fort night	Column B 1-Jul-01 Per Fort night	Column C 1-Jul-02 Per Fort night
1	2750.60	2833.10	2918.10
2	2956.40	3045.10	3136.50
3	3189.70	3285.40	3384.00
4	3289.60	3388.30	3489.90
5	3389.00	3490.70	3595.40
6	3489.30	3594.00	3701.80
7	3589.10	3696.80	3807.70
8	3701.20	3812.20	3926.60
9	3896.90	4013.80	4134.20
10	4025.70	4146.50	4270.90
11	4152.00	4276.60	4404.90
12	4407.20	4539.40	4675.60
13	4516.40	4651.90	4791.50
14	4708.30	4849.50	4995.00

RETAIL INDUSTRY INTERIM AWARD - STATE

Classification	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
Clerks			
LEVEL 1			
1st year	471.60	485.70	500.30
2nd year	481.90	496.40	511.30
3rd year	492.30	507.10	522.30
4th year	502.70	517.80	533.30

RETAIL INDUSTRY INTERIM AWARD - STATE ... cont

Classification	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week
LEVEL 2			
1st year	512.90	528.30	544.10
2nd year	523.10	538.80	555.00
3rd year	533.50	549.50	566.00

LEVEL 3

1st year	569.60	586.70	604.30
2nd year	584.90	602.40	620.50

LEVEL 4

1st year	595.50	613.40	631.80
2nd year	610.80	629.10	648.00

LEVEL 5

1st year	646.90	666.30	686.30
2nd year	662.30	682.20	702.70

Shop Assistants

Shop Assistant	493.00	507.80	523.00
1st Level Supervisor	505.30	520.50	536.10

2nd Level Supervisor/ Shop Manager	533.50	549.50	566.00
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Ancillary Employees

Classification 4	471.60	485.70	500.30
Classification 3	493.00	507.80	523.00
Classification 2	505.30	520.50	536.10
Classification 1	533.50	549.50	566.00

TRANSPORT DISTRIBUTION & COURIER INDUSTRY AWARD -
SOUTHERN DIVISION

QUEENSLAND NURSING COUNCIL EMPLOYEES' AWARD –
STATE – ADMINISTRATIVE STREAM

Classification	Column A 1-Jul-00 Per Week	Column B 1-Jul-01 Per Week	Column C 1-Jul-02 Per Week	Classification	Pay Point	Column A 1-Oct-00 Per Fortnight	Column B 1-Jul-01 Per Fortnight	Column C 1-Jul-02 Per Fortnight	
Grade 1	452.10	465.70	479.70	L1	1	\$691.20	\$701.40	\$722.40	
Grade 2	470.80	484.90	499.40		2	\$759.50	\$773.90	\$797.10	
Grade 3	480.50	494.90	509.70		3	\$827.70	\$846.20	\$871.60	
Grade 4	494.80	509.60	524.90		L2 Age 21	1	\$982.70	\$1,010.70	\$1,041.00
Grade 5	504.00	519.10	534.70			2	\$1,018.20	\$1,048.30	\$1,079.70
Grade 6	513.70	529.10	545.00			3	\$1,054.70	\$1,086.30	\$1,118.90
Grade 7	522.90	538.60	554.80			4	\$1,091.30	\$1,124.00	\$1,157.70
Grade 8a	523.00	538.70	554.90			5	\$1,128.20	\$1,162.00	\$1,196.90
Grade 8b	551.50	568.00	585.00			6	\$1,164.80	\$1,199.70	\$1,235.70
Grade 9	560.70	577.50	594.80			7	\$1,201.30	\$1,237.30	\$1,274.40
Grade 10	584.30	601.80	619.90	8		\$1,238.40	\$1,275.60	\$1,313.90	
YOUTH WORKERS EMPLOYED BY DEPT. OF FAMILY SERVICES AWARD				L3	1	\$1,324.60	\$1,364.30	\$1,405.20	
	Column A 1-Jul-00 Per Fort night	Column B 1-Jul-01 Per Fort night	Column C 1-Jul-02 Per Fort night		2	\$1,375.60	\$1,416.90	\$1,459.40	
Youth Worker – (Residential Care)					3	\$1,426.60	\$1,469.40	\$1,513.50	
					4	\$1,477.20	\$1,521.50	\$1,567.10	
				L4	1	\$1,566.30	\$1,613.30	\$1,661.70	
1st Year	986.40	1016.00	1046.50		2	\$1,618.00	\$1,666.50	\$1,716.50	
2nd Year	1025.00	1055.80	1087.50		3	\$1,670.10	\$1,720.20	\$1,771.80	
3rd Year	1070.30	1102.40	1135.50		4	\$1,722.30	\$1,774.00	\$1,827.20	
4th Year	1097.30	1130.20	1164.10		L5	1	\$1,815.00	\$1,869.50	\$1,925.60
5th Year	1124.60	1158.30	1193.00	2		\$1,867.80	\$1,923.80	\$1,981.50	
Senior Youth Worker – (Residential Care)				3		\$1,920.30	\$1,977.90	\$2,037.20	
				4		\$1,972.70	\$2,031.90	\$2,092.90	
Minimum	1180.90	1216.30	1252.80	L6	1	\$2,082.50	\$2,145.00	\$2,209.40	
Maximum	1193.00	1228.80	1265.70		2	\$2,131.20	\$2,195.10	\$2,261.00	
Youth Worker – (Practical Training)					3	\$2,179.70	\$2,245.10	\$2,312.50	
					4	\$2,228.20	\$2,295.00	\$2,363.90	
1st Year	1180.90	1216.30	1252.80	L7	1	\$2,330.40	\$2,400.30	\$2,472.30	
2nd Year	1195.10	1231.00	1267.90		2	\$2,386.50	\$2,458.10	\$2,531.80	
3rd Year	1211.70	1248.10	1285.50		3	\$2,442.70	\$2,516.00	\$2,591.50	
4th Year	1226.10	1262.90	1300.80		4	\$2,498.70	\$2,573.70	\$2,650.90	
5th Year	1240.50	1277.70	1316.00		L8	1	\$2,581.90	\$2,659.40	\$2,739.20
Principal Youth Worker – (Residential Care)				2		\$2,631.70	\$2,710.70	\$2,792.00	
				3		\$2,681.00	\$2,761.40	\$2,844.20	
				4		\$2,730.60	\$2,812.50	\$2,896.90	
Minimum	1335.10	1375.20	1416.50						
Maximum	1344.90	1385.20	1426.80						

ADMINISTRATIVE STREAM

QUEENSLAND NURSING COUNCIL EMPLOYEES' AWARD –
STATE – PROFESSIONAL STREAM

Classification	Pay Point	Column A	Column B	Column C	Classification	Pay Point	Column A	Column B	Column C	
		1-Oct-00 Per Fortnight	1-Jul-01 Per Fortnight	1-Jul-02 Per Fortnight			Level	1-Apr-01 Per Fortnight	1-Jul-01 Per Fortnight	1-Jul-02 Per Fortnight
L1	1	\$717.90	\$729.80	\$751.70	L1	1	691.20	701.40	722.40	
	2	\$825.70	\$844.20	\$869.50		2	759.50	773.90	797.10	
	3	\$933.50	\$958.50	\$987.30		3	827.70	846.20	871.60	
	Age 21	4	\$1,041.30	\$1,072.50	\$1,104.70	L2 Age 21	1	982.70	1010.70	1041.00
		5	\$1,101.60	\$1,134.60	\$1,168.60		2	1018.20	1048.30	1079.70
		6	\$1,161.60	\$1,196.40	\$1,232.30		3	1054.70	1086.30	1118.90
		7	\$1,221.80	\$1,258.50	\$1,296.30		4	1091.30	1124.00	1157.70
					5		1128.20	1162.00	1196.90	
					6		1164.80	1199.70	1235.70	
					7		1201.30	1237.30	1274.40	
				8	1238.40		1275.60	1313.90		
L2	1	\$1,323.10	\$1,362.80	\$1,403.70	L3	1	1324.60	1364.30	1405.20	
	2	\$1,397.40	\$1,439.30	\$1,482.50		2	1375.60	1416.90	1459.40	
	3	\$1,471.30	\$1,515.40	\$1,560.90		3	1426.60	1469.40	1513.50	
	4	\$1,545.50	\$1,591.90	\$1,639.70		4	1477.20	1521.50	1567.10	
	5	\$1,619.50	\$1,668.50	\$1,718.60	L4	1	1566.30	1613.30	1661.70	
	6	\$1,693.40	\$1,744.20	\$1,796.50		2	1618.00	1666.50	1716.50	
L3	1	\$1,779.10	\$1,832.50	\$1,887.50	L5	3	1670.10	1720.20	1771.80	
	2	\$1,883.60	\$1,888.60	\$1,945.30		4	1722.30	1774.00	1827.20	
	3	\$1,888.20	\$1,944.80	\$2,003.10		1	1815.00	1869.50	1925.60	
	4	\$1,942.80	\$2,001.10	\$2,061.10		2	1867.80	1923.80	1981.50	
L4	1	\$2,068.30	\$2,130.30	\$2,194.20	L6	3	1920.30	1977.90	2037.20	
	2	\$2,121.60	\$2,185.20	\$2,250.80		4	1972.70	2031.90	2092.90	
	3	\$2,174.90	\$2,240.10	\$2,307.30		1	2082.50	2145.00	2209.40	
	4	\$2,228.20	\$2,295.00	\$2,363.90		2	2131.20	2195.10	2261.00	
L5	1	\$2,330.40	\$2,400.30	\$2,472.30	L7	3	2179.70	2245.10	2312.50	
	2	\$2,386.50	\$2,458.10	\$2,531.80		4	2228.20	2295.00	2363.90	
	3	\$2,442.70	\$2,516.00	\$2,591.50		1	2330.40	2400.30	2472.30	
	4	\$2,498.70	\$2,573.70	\$2,650.90		2	2386.50	2458.10	2531.80	
L6	1	\$2,581.90	\$2,659.40	\$2,739.20	L8	3	2442.70	2516.00	2591.50	
	2	\$2,631.70	\$2,710.70	\$2,792.00		4	2498.70	2573.70	2650.90	
	3	\$2,681.00	\$2,761.40	\$2,844.20		1	2581.90	2659.40	2739.20	
	4	\$2,730.60	\$2,812.50	\$2,896.90		2	2631.70	2710.70	2792.00	

LEGAL AID QUEENSLAND EMPLOYEES' AWARD STATE –
PROFESSIONAL STREAM

Classification	Pay Point	Column A	Column B	Column C	Level		1-Apr-01	1-Jul-01	1-Jul-02						
							Per Fortnight	Per Fortnight	Per Fortnight						
L1	1	717.90	729.80	751.70	L1	1	717.90	729.80	751.70						
						2	825.70	844.20	869.50						
						3	933.50	958.50	987.30						
						Age 21	4	1041.30	1072.50	1104.70					
							5	1101.60	1134.60	1168.60					
							6	1161.60	1196.40	1232.30					
							7	1221.80	1258.50	1296.30					
Age 21	4	1041.30	1072.50	1104.70	L2	1	1244.00	1281.30	1319.70						
						2	1290.70	1329.40	1369.30						
						3	1337.20	1377.30	1418.60						
						4	1384.00	1425.50	1468.30						
						5	1430.70	1473.60	1517.80						
						6	1477.20	1521.50	1567.10						
						L2	1	1323.10	1362.80	1403.70	L3	1	1566.30	1613.30	1661.70
2	1608.80	1657.10	1706.80												
3	1651.10	1700.60	1751.60												
4	1693.40	1744.20	1796.50												
L3	1	1779.10	1832.50	1887.50	L4							1	1779.10	1832.50	1887.50
												2	1836.50	1891.60	1948.30
												3	1893.70	1950.50	2009.00
						4	1942.80	2001.10	2061.10						
L4	1	2068.30	2130.30	2194.20	L5	1	1972.70	2031.90	2092.90						
						2	2031.10	2092.00	2154.80						
						3	2089.80	2152.50	2217.10						
						4	2148.30	2212.70	2279.10						
L5	1	2330.40	2400.30	2472.30	L6	1	2218.20	2284.70	2353.20						
						2	2274.20	2342.40	2412.70						
						3	2330.40	2400.30	2472.30						
						4	2498.70	2573.70	2650.90						
L6	1	2581.90	2659.40	2739.20		1	2581.90	2659.40	2739.20						
						2	2631.70	2710.70	2792.00						
						3	2681.00	2761.40	2844.20						
						4	2730.60	2812.50	2896.90						

LEGAL AID QUEENSLAND EMPLOYEES' AWARD STATE –
TECHNICAL STREAM

Classification	Pay Point	Column A	Column B	Column C
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LEGAL AID QUEENSLAND EMPLOYEES' AWARD STATE –
OPERATIONAL STREAM

Classification	Pay Point	Column A	Column B	Column C
Level		1-Apr-01 Per Fortnight	1-Jul-01 Per Fortnight	1-Jul-02 Per Fortnight
L1	1	559.90	562.20	579.10
	2	639.80	646.90	666.30
	3	720.20	732.20	754.20
	4	800.20	817.10	841.60
	5	880.40	902.20	929.30
	6	960.70	987.40	1017.00
L2 Age 21	1	982.70	1010.70	1041.00
	2	1020.20	1050.50	1082.00
	3	1058.40	1090.20	1122.90
	4	1096.60	1129.50	1163.40
L3	1	1119.50	1153.10	1187.70
	2	1149.00	1183.50	1219.00
	3	1178.60	1214.00	1250.40
	4	1208.30	1244.50	1281.80
L4	1	1263.20	1301.10	1340.10
	2	1304.50	1343.60	1383.90
	3	1345.90	1386.30	1427.90
	4	1387.00	1428.60	1471.50
L5	1	1423.50	1466.20	1510.20
	2	1470.90	1515.00	1560.50
	3	1518.60	1564.20	1611.10
	4	1566.30	1613.30	1661.70
L6	1	1635.10	1684.20	1734.70
	2	1678.80	1729.20	1781.10
	3	1722.30	1774.00	1827.20
L7	1	1805.10	1859.30	1915.10
	2	1849.40	1904.90	1962.00
	3	1893.70	1950.50	2009.00

Appendix 4: Australian Qualifications Framework

The Australian Qualifications Framework (the AQF) is a unified system of twelve national qualifications in schools, vocational education and training (TAFEs and private providers) and the higher education sector (mainly universities):

AQF Qualifications	Referred to in this agreement as:
<ul style="list-style-type: none">▪ Senior▪ Certificate I▪ Certificate II▪ Certificate III▪ Certificate IV▪ Diploma▪ Advanced Diploma▪ Bachelor Degree▪ Graduate Certificate▪ Graduate Diploma▪ Masters Degree▪ Doctoral Degree	<ul style="list-style-type: none">▪ AQF I▪ AQF II▪ AQF III▪ AQF IV▪ AQF V▪ AQF VI

The Framework links together all these qualifications and is a highly visible, quality-assured national system of educational recognition which promotes lifelong learning and a seamless and diverse education and training system.

Why is the AQF important?

Qualifications certify the knowledge and skills a person has achieved through study, training, work and life experience. The AQF helps all learners, employers and education and training providers to participate and navigate the qualifications system.

Under the AQF, learners can start at the level that suits them and then build up as their needs and interests develop and change over time. The Framework assists learners to plan their career progression, at whatever stage they are within their lives and when they are moving interstate and overseas. In this way, the AQF supports national standards in education and training and encourages lifelong learning.

What are the key objectives of the AQF?

The AQF:

- provides nationally consistent recognition of outcomes achieved in post-compulsory education;
- helps with developing flexible pathways which assist people to move more easily between education and training sectors and between those sectors and the labour market by providing the basis for recognition of prior learning, including credit transfer and work and life experience;
- integrates and streamlines the requirements of participating providers, employers and employees, individuals and interested organisations;
- offers flexibility to suit the diversity of purposes of education and training;
- encourages individuals to progress through the levels of education and training by improving access to qualifications, clearly defining avenues for achievement, and generally contributing to lifelong learning;
- encourages the provision of more and higher quality vocational educational and training through qualifications that normally meet workplace requirements and vocational needs, thus contributing to national economic performance; and
- promotes national and international recognition of qualifications offered in Australia.

This Agreement is certified under the *Industrial Relations Act 1999*, chapter 6 part 1.

A L BLOOMFIELD, Commissioner.

Filed on the eighteenth day of May 2000, certified by the Commission and given Register No. CA234 of 2000, in the Certified Agreements Register.

Dated this seventh day of June 2000.

E C EWALD,
Industrial Registrar.

Operative Date: 7 June 2000