

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999, s.156

Director-General of the Department of Industrial Relations; and others

AND

The Queensland Public Sector Union of Employees; and others

*(No. CA377 of 2003)***STATE GOVERNMENT DEPARTMENTS CERTIFIED AGREEMENT 2003****APPLICATION FOR CERTIFICATION OF AGREEMENT**

THE AGREEMENT, having been made under the *Industrial Relations Act 1999*, on the eighth day of September 2003, BETWEEN the Director-General of the Department of Industrial Relations; Board of the Queensland Museum; Library Board of Queensland; Queensland Art Gallery Board of Trustees; Safe Food Production Queensland; AND 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 Firemen's Association of Australasia Queensland Branch, Union of Employees; National Union of Workers Industrial Union of Employees 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; 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 mutually agree as follows:

PART 1: APPLICATION AND OPERATION**1.1 Title**

This Agreement shall be known as the *State Government Departments Certified Agreement 2003*.

1.2 Arrangement**PART 1: APPLICATION AND OPERATION**

Title	1.1
Arrangement	1.2
Application	1.3
Date of Operation	1.4
Posting of Agreement	1.5
Relationship to Awards and Industrial Agreements	1.6
Continuation of Provisions in Previous Certified Agreements	1.7
Agency-Level Flexibility	1.8
Objectives of This Agreement	1.9
Equity Considerations	1.10
Definitions and Abbreviations	1.11

PART 2: WAGES

New Wage Rates	2.1
No Further Claims	2.2
Reserved Matters	2.3
Award Maintenance	2.4

PART 3: TRAINING

Commitment	3.1
Principles	3.2
Review of Training Initiative	3.3
Training Delivery	3.4

PART 4: RECOGNITION OF ACCREDITED QUALIFICATIONS

Commitment	4.1
Appropriate Remuneration	4.2

PART 5: EMPLOYMENT SECURITY AND ORGANISATIONAL CHANGE AND RESTRUCTURE

Employment Security	5.1
Organisational Change and Restructure	5.2

PART 6: SALARY PACKAGING**PART 7: CONSULTATIVE COMMITTEES**

Central Peak Consultative Committee	7.1
Agency Consultative Committees	7.2

PART 8: COLLECTIVE INDUSTRIAL RELATIONS**PART 9: ILO CONVENTIONS****PART 10: UNION ENCOURAGEMENT****PART 11: UNION DELEGATES****PART 12: INDUSTRIAL RELATIONS EDUCATION LEAVE****PART 13: PREVENTION AND SETTLEMENT OF DISPUTES****PART 14: SHARED SERVICE INITIATIVE****PART 15: REASONABLE WORKING HOURS****PART 16: FAIR CAREER PATHS****PART 17: WORKPLACE BULLYING****PART 18: BALANCING WORK AND FAMILY**

Appendix 1: Applicable Queensland Government Departments and Agencies

Appendix 2: Applicable Certified Agreements and Provisions

Appendix 3: Salary Schedules

Appendix 4: Australian Qualifications Framework

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) Executive Officers appointed under the *Police Service Administration Act 1990*.

1.4 Date of Operation

The Agreement covers the period from 8 September 2003 until the nominal expiry date of 31 July 2006.

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 employee's 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 contained in Appendix 3 or mentioned in 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.
- (2) 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.
- (3) 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*. These subsidiary agreements cannot include matters settled in the negotiations and included in this Agreement and can only be made in respect of claims at the agency level.
- (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) <i>Core Queensland Government Departments Certified Agreement 1997</i> .
“CPCC”	means the Central Peak Consultative Committee.
“CRS”	means the Classification and Remuneration System used by the Queensland public service.
“PSTP”	means the 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 increases shall be available to employees covered by this Agreement:

<u>1 June 2003</u>	3.8% or \$25.00 per week (whichever is the greater)
<u>1 July 2004</u>	3.8% or \$25.00 per week (whichever is the greater)
<u>1 August 2005</u>	3.8% or \$25.00 per week (whichever is the greater)

The salary schedules are set out in Appendix 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;
 - (c) Any improvements in conditions that are determined on a whole-of-government basis;
 - (d) Applications under the equal remuneration principle;
 - (e) Claims made under Clause 1.8.
- (2) It is a term of this Agreement that any State Wage Case increase shall be compared with the increases prescribed under Clause 2.1 of this Agreement. Provided that any annual State Wage Case increase which would provide a higher overall annual wage increase than those prescribed in Clause 2.1 shall be applied from the operative date of the State Wage Case.
- (3) Subject to the forgoing provisions of this clause the entitlements of employees covered by this Agreement as of 30 April 2003, 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).

- (4) Leave is reserved for the parties to amend this Agreement where government policy changes to support the inclusion of bargaining agent fees in certified agreements.

2.3 Award Maintenance

- (1) Subject to Clause 2.2(2), the Queensland Industrial Relations Commission State Wage increases awarded during 2003 and the period up to, and including, the nominal expiry date of this Agreement shall be absorbed into the wage increases provided by this Agreement.
- (2) It is a term of this Agreement that no person covered by this Agreement will receive a rate of pay, which is less than the corresponding rate of pay in the relevant parent Award.
- (3) The employer will support union applications to amend the following awards during the life of this Agreement:
- the *Queensland Building Services Authority Award – State 2003* to include the salary rates of the *QBSA Enterprise Development Agreement 2001 – Certified Agreement*
 - the *Residential Tenancies Authority Employees’ Award – State 2002* to include the salary rates of the *Residential Tenancies Authority Certified Agreement 2001*
 - the following awards to include the salary rates of the *State Government Departments Certified Agreement 2000*
 - *Queensland Public Service Award 2003 – 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 Award - State*
 - *TAFE Teachers’ Award – State*
 - *Senior College Teachers’ Award – State*
 - *Legal Aid Queensland Employees’ Award – State 2003*
- (4) The employer will consent to applications made after the nominal expiry date of this Agreement to amend any of the parent Awards to incorporate wage adjustments based on this Agreement.

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 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:

Available from:

Certificate IV (AQF IV)

AO2

1 July 2004

Diploma (AQF V)	AO3	1 July 2005
Advanced Diploma (AQF VI)	AO4	1 July 2006
Certificate III (AQF III)	OO2	1 July 2004
Certificate IV (AQF IV)	OO3	1 July 2004
Diploma (AQF V)	OO4/OO5	1 July 2005
Advanced Diploma (AQF VI)	OO6	1 July 2006

The provisions of Clause 3.2 (2) of the State Government Departments Certified Agreement 2000, Residential Tenancies Authority Certified Agreement 2001, QBSA Enterprise Development Agreement 2001 – Certified Agreement continue to apply until the training listed above takes effect.

- (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 Review of Training Initiative

This initiative will be reviewed jointly by the parties during the period of the Agreement. The outcome of the review will be taken into account in negotiations for the next agreement.

3.4 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: RECOGNITION OF ACCREDITED QUALIFICATIONS

4.1 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 on the maximum pay point (or, in the case of permanent part time employees, have spent one calendar year and worked 1200 hours at the maximum pay point).
- (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).

4.2 Appropriate Remuneration

The following remuneration shall be paid for employees that meet the requirements in clause 4.1:

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 5: EMPLOYMENT SECURITY AND ORGANISATIONAL CHANGE AND RESTRUCTURING

5.1 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) Permanent public sector employees will not be forced into unemployment as a result of organisational change or changes in departmental priorities. Where changes to employment arrangements are necessary, there will be active pursuit of retraining and deployment opportunities. There is a responsibility on the employee to meaningfully participate in the opportunities made available. Employees will comply with the Deployment and Redeployment Directive, including the requirement that they participate actively in the deployment process. The full provisions of the Directive will be followed where employees refuse to participate or cooperate in these processes.
- (3) The CPCC will oversee the implementation of the Agreement's employment security provision.
- (4) The CPCC may make recommendations and provide advice to Government on any matters affecting the employment security of public sector workers. In order to facilitate this the CPCC will be provided with relevant sector-wide data on a quarterly basis.
- (5) 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 and the use of labour hire firms. These practices will be reviewed by the ACCs.
- (6) The CPCC will continue to monitor the use by departments of labour hire firms, contractors and consultants.
- (7) The Public Service Commissioner's Directive on Recruitment and Selection will facilitate the conversion of temporary employees after 2 years under certain circumstances. The Government will work with the public sector unions, chief executives and the Public Service Commissioner to strengthen both the criteria and the processes used in agencies to determine eligibility for temporary employees to convert to permanent positions.

5.2 Organisational Change and Restructuring

- (1) 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.
- (2) The Government is also committed to providing stability to the public sector by limiting organisational restructuring and contracting-out of services.
- (3) These commitments are effected through the Government's Employment Security Policy and the "Policy on the Contracting-Out of Government Services"
- (4) 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.
- (5) The Government will develop guidelines for managing changes in the workforce. This will be done in consultation with the relevant unions. Each ACC will oversee the implementation of these guidelines. These guidelines are to be developed within 12 months of the date of certification of this Agreement.

- (6) It is acknowledged that management has a right to implement changes to ensure the effective delivery of public services. The consultation process will not be used to frustrate or delay the changes but rather ensure that all viable options are considered. If this process cannot be resolved at the ACC (or equivalent) in a timely manner either party may refer the matter to CPCC for resolution.
- (7) The parties agree that agencies should report to unions on a quarterly basis the current status of employment practices within the agency. This report should be provided on a quarterly basis at the ACC. Specifically, the report should detail the following:
 - (a) a snapshot of the current workforce including the total number of employees, the number of employees by appointment type (permanent, temporary and casual), stream allocation
 - (b) a report on the variance from the previous quarter in the use of casuals, temporaries and the number of people engaged through labour hire.
 - (c) the number of people engaged through labour hire
 - (d) any significant variance in the number of permanent employees
 - (e) the conversion of temporary employees to tenured status.

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;
- Monitor 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 and the use of labour hire firms;
- 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 by the employee and/or his/her union representative to 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.

PART 14: SHARED SERVICE INITIATIVE

In accordance with the settlement reached in the dispute over the implementation of the Shared Service Initiative, the parties agree as follows:

- (1) Transfer of employees from agencies to shared service providers will not entail spilling of positions or employees re-applying for their positions.
- (2) Employment security protection for employees transferred from agencies to shared service providers will be in accordance with the decision of Cabinet on 16 December 2002, in particular:
 - Commitment to the Employment Security Policy which includes no forced redundancies;
 - All current contracts of temporary employment will be honoured;
 - No employee will be forced to change where they live.
- (3) Employees transferring from agencies to shared service providers will remain entitled to the salary rates specified under existing agency certified agreements, in particular the *Main Roads Enterprise Development Agreement 5 (2002) Certified Agreement*; and the *Queensland Public Health Sector Certified Agreement (No. 5) 2002*, until the salary rates in this Agreement are better than those under the agency agreements.
- (4) As a consequence of in-principle agreement being reached prior to 1 July 2003 for agreements to replace the Department of Public Works (DPW) Business Units certified agreements which expired on 30 April 2003, employees transferring from DPW to the shared service provider will be entitled to the salary rates in the replacement DPW agreements until the salary rates in this Agreement are better than those under the DPW replacement agreements.
- (5) The Queensland Government is committed to working with its employees and the QPSU to address any workload management issues that might arise as a result of the Shared Services Initiative. The parties agree that appropriate strategies and work practices should be implemented to minimise the adverse effects of excessive workloads. The parties agree to develop a Workload Management Tool to assist the monitoring of workload levels. In addition, the parties agree that the Shared Service Provider Agency Consultative Committee (SSP ACC) will deal with the issue of workload management. The activities of the SSP ACC in the area of workload management should include, but not be limited to, the following:
 - To undertake research on local workload management issues;
 - To address specific workload issues referred by staff of work units, union officials and/or management through the SSP ACC;
 - To develop expedient processes for referral of workload issues to the SSP ACC;
 - Based on research, develop strategies to improve immediate and long term workload issues;
 - To assess the implications of workloads from a workplace health and safety perspective and refer relevant matters to the workplace health and safety committee.
- (6) Any industrial and operational issues arising out of implementation of the shared services initiative will be referred in the first instance to the Shared Service Initiative Central Consultative Forum for discussion and investigation or to SSP ACCs as appropriate.
- (7) The terms and conditions of employment applicable to staff who transfer to a SSP or technology centre of skill will be those which applied to their position prior to transfer. Those terms and conditions will continue to be guaranteed until such time as approval for them expires (eg SARAS approvals, recreation leave approvals), or is reviewed.
- (8) The government will consult with the QPSU, and any other relevant union, on any instances of long term temporary employment once those employees have been identified.
- (9) Any reduction in the number of corporate services positions over time will be dealt with by natural attrition or deployment in accordance with the Public Service Commissioner's Directive on Deployment and Redeployment. The Government is not currently contemplating utilising Voluntary Early Retirements as part of the shared service initiative. Should this change consultation with the union in accordance with the *Industrial Relations Act 1999* and relevant industrial instruments will take place in a timely fashion.

PART 15: REASONABLE WORKING HOURS

- (1) The Queensland Government is committed to working with its employees and the public sector unions to

address workload management issues. The parties agree that appropriate strategies and work practices should be implemented to minimise the adverse effects of excessive workloads. The parties agree to develop a Workload Management Tool to assist the monitoring of workload levels. The Workload Management Tool is to be developed within 12 months of the date of certification of this Agreement.

- (2) In addition, the parties agree that each Agency Consultative Committee (ACC) will deal with the issue of workload management. The activities of the ACC in the area of workload management should include, but not be limited to, the following:
- To undertake research on local workload management issues;
 - To address specific workload issues referred by staff of work units, union officials and/or management;
 - To develop expedient processes for referral of workload issues to the ACC;
 - Based on research, develop strategies to improve immediate and long term workload issues;
 - To assess the implications of workloads from a workplace health and safety perspective and refer relevant matters to the workplace health and safety committee.
- (3) The Queensland Government will consent to an application by the union/s to vary the *Queensland Public Service Award 2003 – State* to insert the provisions of the *Queensland Government Departments – Hours of Work Arrangements – Industrial Agreement*.

PART 16: FAIR CAREER PATHS

- (1) The parties are committed to providing reasonable career opportunities to public sector workers. The parties are committed to provide consistent and transparent classifications across the public sector.
- (2) Each ACC will develop agreed review processes to allow aggrieved employees the opportunity to raise concerns about the JEMS review evaluation of their position. These processes will provide the opportunity for consultation with the relevant union and may include a union representative as part of the process. The will occur within 12 months of the date of certification of this Agreement.
- (3) To give effect to this commitment, the Queensland Government will complete the review of the Job Evaluation Management System (JEMS) and will do so in consultation with the unions. The purpose of the review will be to ensure that the methodology reflects contemporary public sector roles and accountabilities. The review will ensure appropriate and consistent use of the methodology across the public sector. This review will take account of the equal remuneration principle. The review will be undertaken over the life of this Agreement with an initial report to be submitted within 12 months of the date of certification of this Agreement.

PART 17: WORKPLACE BULLYING

- (1) The parties recognise that workplace bullying is a serious issue which is not acceptable and must be eliminated.
- (2) The Queensland Government recognises the need for streamlined processes for dealing with workplace bullying complaints. These processes will be given effect through a revised Directive on Grievance Resolution to be issued by the Public Service Commissioner.

PART 18: BALANCING WORK AND FAMILY

- (1) The parties agree to the creation of a Balancing Work and Family Working Party. The working party will comprise representatives of the Queensland Government and public sector unions party to this Agreement. The functions of the working party will include:
- Assessing current employment practices and examining whether these assist workers to balance their employment and family responsibilities;
 - The development of family friendly employment practices which give due consideration to service delivery requirements;
 - Promoting a broader understanding of the need to balance work and family responsibilities.
- (2) The working party will provide a report to the CPCC within 12 months of the certification of this Agreement.

SIGNATORIES

Signed by the Director-General of the Department of Industrial Relations) J McGOWAN
 In the presence of: P McKAY

Signed for and on behalf of the Board of the Queensland Museum) I D GALLOWAY
 In the presence: A DALTON

Signed for and on behalf of the Library Board of Queensland) L G-PETERS
 In the presence of: A McNEILL

Signed for and on behalf of the Queensland Art Gallery Board of Trustees) W GOSS
 In the presence of: S KEMP

Signed for and on behalf of Safe Food Queensland) B WILSON
 In the presence of: S HORGAN

Signed for and on behalf of the Actors, Entertainers and Announcers Equity) D WATERS
 Association, Queensland, Union of Employees)

In the presence of: C VERNON

Signed for and on behalf of The Association of Professional Engineers,) P M TOVEY
 Scientists and Managers, Australia, Queensland Branch, Union of Employees)

In the presence of: J YATES

Signed for and on behalf of the Australian Building Construction Employees) R MOXHAM
 and Builders Labourers' Federation (Queensland Branch) Union of)
 Employees)

In the presence of: C BULLION

Signed for and on behalf of the Australian Institute of Marine and Power) A REID
 Engineers' Union of Employees, Queensland District)

In the presence of: K FERNANDO

Signed for and on behalf of the Australian Journalists' Association)
(Queensland District) "Union of Employees") D WATERS

In the presence of: C VERNON

Signed for and on behalf of the Australian Liquor, Hospitality and)
Miscellaneous Workers Union Queensland Branch, Union of Employees) R MONAGHAN

In the presence of: R McKELLAR

Signed for and on behalf of the Australian Municipal, Administrative,)
Clerical and Services Union, Central and Southern Queensland Clerical and)
Administrative Branch, Union of Employees) M A O'NEILL

In the presence of: J MARTIN, JP

Signed for and on behalf of the Australian Worker's Union of Employees,)
Queensland) G RYAN

In the presence of; E MARTIN

Signed for and on behalf of the Automotive, Metals, Engineering, Printing)
and Kindred Industries, Industrial Union of Employees) A DETTMER

In the presence of: A-M ALLAN

Signed for and on behalf of the Construction, Forestry, Mining and Energy)
Industrial Union of Employees, Queensland) M RAVBAR

In the presence of: V SPINDLER

Signed for and on behalf of The Electrical Trades Union of Employees of)
Australia, Queensland Branch) R L WILLIAMS

In the presence of: P ROGERS

Signed for and on behalf of the Federated Clerks' Union of Australia, North)
Queensland Branch, Union of Australia) M DALE

In the presence of: J MORAN

Signed for and on behalf of the Federated Engine Drivers' and Firemen's)
Association of Australasia Queensland Branch Union of Employees) G BETTS

In the presence of: H O'TOOLE

Signed for and on behalf of the Merchant Service Guild of Australia,)
Queensland Branch, Union of Employees) M FLEMING

In the presence of: J WYDELL

Signed for and on behalf of the National Union of Workers Industrial Union)
of Employees Queensland) P STAFFORD

In the presence of: A TUNJIC

Signed for and on behalf of the Plumbers and Gas Fitters Employees)
Union of Australia, Queensland Branch, Union of Employees) J GULLESTRUP

In the presence of: D BROWNE

Signed for and on behalf of the Queensland Nurse's Union of Employees) G HAWKSWORTH

In the presence of: T MANSON

Signed for and on behalf of the Queensland Public Sector Union of Employees) A SCOTT
)

In the presence of: B WATSON

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

In the presence of: M ROBERTSON

Signed for and on behalf of the Queensland Teachers Union of Employees) J BATTAMS
In the presence of; K ALLDRIDGE

Signed for and on behalf of the Shop Distribution and Allied Employees) C KETTER
Association (Queensland Branch) Union of Employees)

In the presence of; L M J GILLESPIE

Signed for and on behalf of the Transport Workers Union of Employees) H WILLIAMS
(Queensland Branch))

In the presence of: D PRIOR

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; Safe Food Production Queensland and the following Queensland Government departments and agencies:

- Anti-Discrimination Commission;
- Board of Teacher Registration Queensland;
- Building Services Authority;
- Commission for Children and Young People;
- Department of Aboriginal and Torres Strait Islander Policy;
- Department of Arts Queensland (including Corporate Administration Agency, Queensland Art Gallery, Queensland Museum, State Library of Queensland);
- 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 *Department of Corrective Services Correctional Employees' Interim 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 (excluding Queensland Fire and Rescue Service and Queensland Ambulance Service);
- Department of Employment and Training (including TAFE Queensland);
- Department of Families;
- Department of Housing;
- Department of Industrial Relations;
- Department of Innovation and Information Economy, Sport and Recreation Queensland;
- Department of Justice and Attorney-General;
- Department of Local Government and Planning;
- Department of Natural Resources and Mines (including Safety in Mines Testing and Research Station);
- Department of Police (excluding constables, non-commissioned officers, commissioned officers, police liaison officers, employees engaged under the pilot program for QATSIP, members of the Police Band, and assistant watchhouse officers);
- Department of Primary Industries (excluding DPI-Forestry);
- Department of Public Works (excluding commercialised business units);
- Department of State Development;
- Department of the Premier and Cabinet (including Office of Public Service Merit and Equity, Commissioner, and Office of the Queensland Parliamentary Counsel);
- Department of Tourism, Racing and Fair Trading (including the Queensland Building Tribunal);
- Department of Transport (including Maritime Safety Queensland, but excluding Pilotage Services of Maritime Safety Queensland);
- Disability Services Queensland;
- Electoral Commission of Queensland;
- Environmental Protection Agency;
- Industrial Registry;
- Legal Aid Queensland;
- Office of the Adult Guardian;
- Public Trust Office;
- QLeave;
- Queensland Audit Office;

- Queensland Nursing Council;
- Office of the Queensland Studies Authority;
- Residential Tenancies Authority;
- Treasury Department (including Government Superannuation Office, Motor Accident Insurance Board, 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.)
State Government Departments Certified Agreement 2000	All	CA234/00
Residential Tenancies Authority Certified Agreement 2001	All	CA448/01
QBSA Enterprise Development Agreement 2001 – Certified Agreement	All	CA516/01
Safe Food Enterprise Development – Certified Agreement 2002	All	CA302/02
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 2002	All	CA485/02
Disability Services Queensland (Residential Care Officers) – Certified Agreement 2003	ALL	CA165/03
DPI Fire Ant Control Centre – Certified Agreement 2002	All	CA60/02
Juvenile Detention Program of the Queensland Corrective Services Commission – Certified Agreement 1997	All	CA521/97
Government Superannuation Office Certified Agreement 1997	All	CA621/97
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 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 Customer Service Centre Certified Agreement 2001	All	CA597/01
Queensland Transport, Maritime Division, Marine Operations Statewide Certified	All	CA617/01

Column A (Certified Agreement)	Column B (Provisions)	Column C (Reg. No.)
Agreement 2001		
State Library of Queensland Enterprise Development Agreement 1997	All	CA624/97
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 1997	All	CA11/98

Appendix 3: Salary Schedules**Index of Contents of Appendix 3:**

- Queensland Public Service Award – State 2003 (these rates also apply to the Award for Employees in the Intellectual Handicap Service – Department of Health and to nurses formally employed pursuant to the Queensland Corrective Services Commission Employees Award - State)
- Employees of Queensland Government Departments (Other than Public Servants) Award
- Accommodation Industry (Other than Hotels) Award – South-Eastern Division
- TAFE Teachers' Award – State
- Senior College Teachers' Award – State.
- Boarding Houses Employees Award-State (Excluding South East Queensland)
- Building Trades Public Sector Award – State 2002
- Civil Construction, Operations and Maintenance General Award – State 2003
- Clerical Employees Award – State 2002
- Community Education Counsellors Interim Award – State 2003
- Conservation, Parks and Wildlife Employees' Award - State Government 2003
- Engineering Award – State 2002
- Forestry Employees' Award – Department of Primary Industries 2003
- Furniture and Allied Trades Award – State 2003
- Hospitality Industry – Restaurant, Catering and Allied Establishments Award – South-Eastern Division 2002
- Queensland Police Service - Pilots – Airwing – Certified Agreement 1996
- Public Service Medical Officers' Award - State
- Retail Industry Interim Award - State
- Youth Workers Employed by the Department of Families Award – State 2003
- Legal Aid Queensland Employees' Award – State 2003
- Queensland Nursing Council Employees' Award – State 2003
- Queensland Building Services Authority Award – State 2003
- Residential Tenancies Authority Employees' Award – State 2002
- Safe Food QLD – Employees' Award - 2003
- College Educational Assistants – Colleges of Technical and Further Education and Senior Colleges – Conditions of Employment – Industrial Agreement

**REVISED SALARY SCHEDULES
STATE GOVERNMENT DEPARTMENTS CERTIFIED AGREEMENT 2000**

PUBLIC SERVICE AWARD STATE - ADMINISTRATIVE STREAM

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L1	1	747.90	797.90	847.90	897.90
	2	818.30	868.30	918.30	968.30
	3	888.50	938.50	988.50	1038.50
L2	1	1048.20	1098.20	1148.20	1198.20
	2	1084.70	1134.70	1184.70	1234.70
	3	1122.30	1172.30	1222.30	1272.30
	4	1160.00	1210.00	1260.00	1310.00
	5	1198.00	1248.00	1298.00	1348.00
	6	1235.70	1285.70	1335.70	1386.50
	7	1274.40	1324.40	1374.70	1426.90
	8	1313.90	1363.90	1415.70	1469.50
L3	1	1405.20	1458.60	1514.00	1571.50
	2	1459.40	1514.90	1572.50	1632.30
	3	1513.50	1571.00	1630.70	1692.70
	4	1567.10	1626.60	1688.40	1752.60
L4	1	1661.70	1724.80	1790.30	1858.30
	2	1716.50	1781.70	1849.40	1919.70
	3	1771.80	1839.10	1909.00	1981.50
	4	1827.20	1896.60	1968.70	2043.50
L5	1	1925.60	1998.80	2074.80	2153.60
	2	1981.50	2056.80	2135.00	2216.10
	3	2037.20	2114.60	2195.00	2278.40
	4	2092.90	2172.40	2255.00	2340.70
L6	1	2209.40	2293.40	2380.50	2471.00
	2	2261.00	2346.90	2436.10	2528.70
	3	2312.50	2400.40	2491.60	2586.30
	4	2363.90	2453.70	2546.90	2643.70
L7	1	2472.30	2566.20	2663.70	2764.90
	2	2531.80	2628.00	2727.90	2831.60
	3	2591.50	2690.00	2792.20	2898.30
	4	2650.90	2751.60	2856.20	2964.70
L8	1	2739.20	2843.30	2951.30	3063.40
	2	2792.00	2898.10	3008.20	3122.50
	3	2844.20	2952.30	3064.50	3181.00
	4	2896.90	3007.00	3121.30	3239.90

**PUBLIC SERVICE AWARD STATE - PROFESSIONAL
STREAM**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L1	1	775.40	825.40	875.40	925.40
	2	886.50	936.50	986.50	1036.50
	3	997.50	1047.50	1097.50	1147.50
	4	1108.50	1158.50	1208.50	1258.50
	5	1170.60	1220.60	1270.60	1320.60
	6	1232.40	1282.40	1332.40	1383.00
	7	1296.30	1346.30	1397.50	1450.60
L2	1	1403.70	1457.00	1512.40	1569.90
	2	1482.50	1538.80	1597.30	1658.00
	3	1560.90	1620.20	1681.80	1745.70
	4	1639.70	1702.00	1766.70	1833.80
	5	1718.60	1783.90	1851.70	1922.10
	6	1796.50	1864.80	1935.70	2009.30
L3	1	1887.50	1959.20	2033.60	2110.90
	2	1945.30	2019.20	2095.90	2175.50
	3	2003.10	2079.20	2158.20	2240.20
	4	2061.10	2139.40	2220.70	2305.10
L4	1	2194.20	2277.60	2364.10	2453.90
	2	2250.80	2336.30	2425.10	2517.30
	3	2307.30	2395.00	2486.00	2580.50
	4	2363.90	2453.70	2546.90	2643.70
L5	1	2472.30	2566.20	2663.70	2764.90
	2	2531.80	2628.00	2727.90	2831.60
	3	2591.50	2690.00	2792.20	2898.30
	4	2650.90	2751.60	2856.20	2964.70
L6	1	2739.20	2843.30	2951.30	3063.40
	2	2792.00	2898.10	3008.20	3122.50
	3	2844.20	2952.30	3064.50	3181.00
	4	2896.90	3007.00	3121.30	3239.90

PUBLIC SERVICE AWARD STATE - TECHNICAL STREAM

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L1	1	775.40	825.40	875.40	925.40
	2	886.50	936.50	986.50	1036.50
	3	997.50	1047.50	1097.50	1147.50
	4	1108.50	1158.50	1208.50	1258.50
	5	1170.60	1220.60	1270.60	1320.60
	6	1232.40	1282.40	1332.40	1383.00
	7	1296.30	1346.30	1397.50	1450.60
L2	1	1319.70	1369.80	1421.90	1475.90
	2	1369.30	1421.30	1475.30	1531.40
	3	1418.60	1472.50	1528.50	1586.60
	4	1468.30	1524.10	1582.00	1642.10
	5	1517.80	1575.50	1635.40	1697.50
	6	1567.10	1626.60	1688.40	1752.60
L3	1	1661.70	1724.80	1790.30	1858.30
	2	1706.80	1771.70	1839.00	1908.90
	3	1751.60	1818.20	1887.30	1959.00
	4	1796.50	1864.80	1935.70	2009.30
L4	1	1887.50	1959.20	2033.60	2110.90
	2	1948.30	2022.30	2099.10	2178.90
	3	2009.00	2085.30	2164.50	2246.80
L5	1	2092.90	2172.40	2255.00	2340.70
	2	2154.80	2236.70	2321.70	2409.90
	3	2217.10	2301.30	2388.70	2479.50
	4	2279.10	2365.70	2455.60	2548.90
L6	1	2353.20	2442.60	2535.40	2631.70
	2	2412.70	2504.40	2599.60	2698.40
	3	2472.30	2566.20	2663.70	2764.90

PUBLIC SERVICE AWARD STATE - OPERATIONAL STREAM

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L1	1	612.70	662.70	712.70	762.70
	2	695.00	745.00	795.00	845.00
	3	777.80	827.80	877.80	927.80
	4	860.20	910.20	960.20	1010.20
	5	942.80	992.80	1042.80	1092.80
	6	1025.50	1075.50	1125.50	1175.50
L2	1	1048.20	1098.20	1148.20	1198.20
	2	1086.80	1136.80	1186.80	1236.80
	3	1126.20	1176.20	1226.20	1276.20
	4	1165.50	1215.50	1265.50	1315.50
L3	1	1189.10	1239.10	1289.10	1339.10
	2	1219.50	1269.50	1319.50	1369.60
	3	1250.40	1300.40	1350.40	1401.70
	4	1281.80	1331.80	1382.40	1434.90
L4	1	1340.10	1391.00	1443.90	1498.80
	2	1383.90	1436.50	1491.10	1547.80
	3	1427.90	1482.20	1538.50	1597.00
	4	1471.50	1527.40	1585.40	1645.60
L5	1	1510.20	1567.60	1627.20	1689.00
	2	1560.50	1619.80	1681.40	1745.30
	3	1611.10	1672.30	1735.80	1801.80
	4	1661.70	1724.80	1790.30	1858.30
L6	1	1734.70	1800.60	1869.00	1940.00
	2	1781.10	1848.80	1919.10	1992.00
	3	1827.20	1896.60	1968.70	2043.50
L7	1	1915.10	1987.90	2063.40	2141.80
	2	1962.00	2036.60	2114.00	2194.30
	3	2009.00	2085.30	2164.50	2246.80

**PUBLIC SERVICE AWARD - STATE - SCHEDULE C – RATES
OF PAY FOR NURSING STAFF**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
1	1st year	1274.20	1324.20	1374.50	1426.70
	2nd year	1336.20	1387.00	1439.70	1494.40
	3rd year	1397.90	1451.00	1506.10	1563.30
	4th year	1459.60	1515.10	1572.70	1632.50
	5th year	1521.40	1579.20	1639.20	1701.50
	6th year	1583.10	1643.30	1705.70	1770.50
	7th year	1644.90	1707.40	1772.30	1839.60
	8th year	1706.60	1771.50	1838.80	1908.70
2	1st year	1768.30	1835.50	1905.20	1977.60
	2nd year	1809.40	1878.20	1949.60	2023.70
	3rd year	1850.60	1920.90	1993.90	2069.70
	4th year	1891.90	1963.80	2038.40	2115.90
3	1st year	1968.90	2043.70	2121.40	2202.00
	2nd year	2015.30	2091.90	2171.40	2253.90
	3rd year	2061.40	2139.70	2221.00	2305.40
	4th year	2108.00	2188.10	2271.20	2357.50
4		2534.70	2631.00	2731.00	2834.80
5		2921.00	3032.00	3147.20	3266.80

EMPLOYEES OF QLD GOVERNMENT DEPARTMENTS (OTHER THAN PUBLIC SERVANTS) AWARD

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Administrative Stream					
L1	1	747.90	797.90	847.90	897.90
	2	818.30	868.30	918.30	968.30
	3	888.50	938.50	988.50	1038.50
L2	1	1048.20	1098.20	1148.20	1198.20
	2	1084.70	1134.70	1184.70	1234.70
	3	1122.30	1172.30	1222.30	1272.30
	4	1160.00	1210.00	1260.00	1310.00
	5	1198.00	1248.00	1298.00	1348.00
	6	1235.70	1285.70	1335.70	1386.50
	7	1274.40	1324.40	1374.70	1426.90
	8	1313.90	1363.90	1415.70	1469.50
L3	1	1405.20	1458.60	1514.00	1571.50
	2	1459.40	1514.90	1572.50	1632.30
	3	1513.50	1571.00	1630.70	1692.70
	4	1567.10	1626.60	1688.40	1752.60
L4	1	1661.70	1724.80	1790.30	1858.30
	2	1716.50	1781.70	1849.40	1919.70
	3	1771.80	1839.10	1909.00	1981.50
	4	1827.20	1896.60	1968.70	2043.50
L5	1	1925.60	1998.80	2074.80	2153.60
	2	1981.50	2056.80	2135.00	2216.10
	3	2037.20	2114.60	2195.00	2278.40
	4	2092.90	2172.40	2255.00	2340.70
L6	1	2209.40	2293.40	2380.50	2471.00
	2	2261.00	2346.90	2436.10	2528.70
	3	2312.50	2400.40	2491.60	2586.30
	4	2363.90	2453.70	2546.90	2643.70
L7	1	2472.30	2566.20	2663.70	2764.90
	2	2531.80	2628.00	2727.90	2831.60
	3	2591.50	2690.00	2792.20	2898.30
	4	2650.90	2751.60	2856.20	2964.70
L8	1	2739.20	2843.30	2951.30	3063.40
	2	2792.00	2898.10	3008.20	3122.50
	3	2844.20	2952.30	3064.50	3181.00
	4	2896.90	3007.00	3121.30	3239.90

Operational Stream

EMPLOYEES OF QLD GOVERNMENT DEPARTMENTS (OTHER THAN PUBLIC SERVANTS) AWARD

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L1	1	612.70	662.70	712.70	762.70
	2	695.00	745.00	795.00	845.00
	3	777.80	827.80	877.80	927.80
	4	860.20	910.20	960.20	1010.20
	5	942.80	992.80	1042.80	1092.80
	6	1025.50	1075.50	1125.50	1175.50
L2	1	1048.20	1098.20	1148.20	1198.20
	2	1086.80	1136.80	1186.80	1236.80
	3	1126.20	1176.20	1226.20	1276.20
	4	1165.50	1215.50	1265.50	1315.50
L3	1	1189.10	1239.10	1289.10	1339.10
	2	1219.50	1269.50	1319.50	1369.60
	3	1250.40	1300.40	1350.40	1401.70
	4	1281.80	1331.80	1382.40	1434.90
L4	1	1340.10	1391.00	1443.90	1498.80
	2	1383.90	1436.50	1491.10	1547.80
	3	1427.90	1482.20	1538.50	1597.00
	4	1471.50	1527.40	1585.40	1645.60
L5	1	1510.20	1567.60	1627.20	1689.00
	2	1560.50	1619.80	1681.40	1745.30
	3	1611.10	1672.30	1735.80	1801.80
	4	1661.70	1724.80	1790.30	1858.30
L6	1	1734.70	1800.60	1869.00	1940.00
	2	1781.10	1848.80	1919.10	1992.00
	3	1827.20	1896.60	1968.70	2043.50
L7	1	1915.10	1987.90	2063.40	2141.80
	2	1962.00	2036.60	2114.00	2194.30
	3	2009.00	2085.30	2164.50	2246.80

BOARDING HOUSE EMPLOYEES AWARD - STATE (EXCLUDING SOUTH-EAST QLD)

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Kitchen staff					
Chief Cook		482.30	507.30	532.30	557.30
Second Cook		468.70	493.70	518.70	543.70
Qualified Cook		459.30	484.30	509.30	534.30
Single Hand Cook		447.20	472.20	497.20	522.20
Cook		442.50	467.50	492.50	517.50
Kitchen Man/Maid		435.80	460.80	485.80	510.80
Dining Room Staff					
Waitress		439.20	464.20	489.20	514.20
House Staff					
Housemaid, Waitress, Laundress		435.80	460.80	485.80	510.80
Other Staff					
Porter, Yardman, All Others		432.50	457.50	482.50	507.50

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

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Level 1		453.60	478.60	503.60	528.60
Level 2					
Baking Award:-					
All Others					
Bread Room Staff		474.30	499.30	524.30	549.30
Pastrycooks' Award:-					
Cake Finisher/Packer Wrapper/Oven Feeder					
All Others		473.60	498.60	523.60	548.60
Weigher/Despatcher		474.40	499.40	524.40	549.40
Level 3					
Baking Award:-					
Bread Room Staff		500.20	525.20	550.20	575.20
Pastrycooks' Award:-					
Cake Finisher/Packer Wrapper/Oven Feeder					
All Others					
Weigher/Despatcher		499.10	524.10	549.10	574.10
Ovensman		505.90	530.90	555.90	580.90
Level 4					
Baking Award:-					
Bread Room Staff					
Bakers Assistant		518.50	543.50	568.50	593.50
Pastrycooks' Award:-					
Pastrycook (Unqualified)		518.20	543.20	568.20	593.20
Ovensman		523.50	548.50	573.50	598.50
Level 5					
Baking Award:-					
Bakers Assistant		549.60	574.60	599.60	624.60
Operative Baker					
Single Hand Baker		559.40	584.40	609.40	634.40
Pastrycooks' Award:-					

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

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Pastrycook		549.20	574.20	599.20	624.20
Decorator Qualified Pastrycook					
Single Hand Pastrycook		555.10	580.10	605.10	630.10
Level 6 Past Trade Qualifications					
Supervisors		587.40	612.40	637.40	662.40
Carters' Rates -					
Baker's Carter		512.40	537.40	562.40	587.40
Bulk Carter		512.40	537.40	562.40	587.40
Baker's Carter Assistant		493.20	518.20	543.20	568.20

BUILDING CONSTRUCTION INDUSTRY AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Special Class Tradesman		592.70	617.70	642.70	667.70
Marker/ Setter Out		584.70	609.70	634.70	659.70
Signwriter		579.80	604.80	629.80	654.80
Bricklayer, Carpenter and /or Joiner, 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		567.60	592.60	617.60	642.60
Machinist		548.90	573.90	598.90	623.90
Stonemasons Assist., Terrazzo Assist.		530.10	555.10	580.10	605.10
(i) Licensed Drainers		567.60	592.60	617.60	642.60
(ii) Rigger, Drainer dogman		563.90	588.90	613.90	638.90
(iii) Scaffolder, Powder Monkey, Hoist or Winch Driver, Foundation Shaftsperson (as defined), Concrete Finisher, Steel Fixer, including Tack Welder		544.30	569.30	594.30	619.30
(iv) Bricklayer's Labourer, Plasterer's Labourer, Labourer assisting any 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.		530.10	555.10	580.10	605.10
(v) Builders' Labourer other than that specified above in (i) and (iv) hereof		494.80	519.80	544.80	569.80

BUILDING TRADES PUBLIC SECTOR AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
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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		567.50	592.50	617.50	642.50
Assembler A		500.10	525.10	550.10	575.10
Assembler B		474.90	499.90	524.90	549.90
Labourer		465.80	490.80	515.80	540.80

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.		567.50	592.50	617.50	642.50
(b) Riggers, dogman		541.40	566.40	591.40	616.40
(c) Certificated scaffolder, power monkey, hoist or winch driver, foundation shaftsperson (as defined), concrete finisher, steel fixer (including when tack welding)		525.80	550.80	575.80	600.80
(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		511.40	536.40	561.40	586.40

BUILDING TRADES PUBLIC SECTOR AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
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(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

(e) Builders' labourers employed on work other than that specified in (b) to (d) hereof	484.60	509.60	534.60	559.60
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(f) Masons in the employment of the Crown
shall be paid a tool allowance of \$12.20 per wk.

**Schedule 2. Labourers employed by
the Crown, Local Government and the
Brisbane City Council in an off-site
situation**

(1) Dogman	520.60	545.60	570.60	595.60
(2) Certificated Scaffolder	512.90	537.90	562.90	587.90
(3) Builders' labourer -				
(a) Power monkey, hoist driver, gear hand, gantry hand, jackhammer person, concrete cutting or drilling machine operator, steel bender	502.10	527.10	552.10	577.10
(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	495.80	520.80	545.80	570.80
(c) Labourer on work other than that specified in provisions (a) and (b) of this schedule	483.00	508.00	533.00	558.00

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

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Kitchen Staff					
Establishments where three or more cooks are employed					
	Chef or Chief Cook	514.40	539.40	564.40	589.40
	Second Cook	496.80	521.80	546.80	571.80
Establishments where less than three cooks are employed					
	Chief Cook	496.80	521.80	546.80	571.80
All Types of Establishments					
	Qualified Cook	487.20	512.20	537.20	562.20
	Single Hand Cook	472.50	497.50	522.50	547.50
	Other Cook	464.10	489.10	514.10	539.10
	Kitchenman/Kitchenmaid, All Others	456.80	481.80	506.80	531.80
Dining Room Staff					
	Head Waiter	483.10	508.10	533.10	558.10
	Drink Waiter/Waitress	468.50	493.50	518.50	543.50
	Food Waiter/Waitress	463.60	488.60	513.60	538.60
	Receptionist/Cashier	463.60	488.60	513.60	538.60
	All Others	456.80	481.80	506.80	531.80
	Bar Attendant wherever employed	468.50	493.50	518.50	543.50

**CIVIL CONSTRUCTION, OPERATIONS AND MAINTENANCE
GENERAL AWARD - STATE**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
CW 1(a)		489.90	514.90	539.90	564.90
CW 1(b)		505.30	530.30	555.30	580.30
CW 2		515.50	540.50	565.50	590.50
CW 3		527.90	552.90	577.90	602.90
CW 4		546.50	571.50	596.50	621.50
CW 5		567.60	592.60	617.60	642.60
CW 6		594.40	619.40	644.40	669.40
CW 7		620.70	645.70	670.70	696.20
CW 8		648.10	673.10	698.70	725.30
CW 9		675.30	701.00	727.60	755.20
CW 10		702.80	729.50	757.20	786.00
CW 11		730.10	757.80	786.60	816.50
CW 12		757.50	786.30	816.20	847.20
CW 13		784.70	814.50	845.50	877.60
CW 14		812.10	843.00	875.00	908.30

ENGINEERING AWARD - STATE

**ELECTRICAL TRADES PERSONNEL EMPLOYED ON TRAFFIC CONTROL
AND COMMUNICATIONS, DEPARTMENT OF TRANSPORT
INDUSTRIAL AGREEMENT**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Radio or TV Mechanic *		567.50	592.50	617.50	642.50
Electrical Fitter *		577.80	602.80	627.80	652.80
Electrician - Special Class #		620.40	645.40	670.40	695.90
Signal Electrician or Communication Tradesman Class 1		581.10	606.10	631.10	656.10
Signal Electrician or Communication Tradesman Class 2		594.90	619.90	644.90	669.90
Signal Electrician or Communication Tradesman Class 3		669.50	694.90	721.30	748.70

Signal Electrician or Communication Tradesman Class 4	620.50	645.50	670.50	696.00
Signals or Communications Supervisor 1	634.00	659.00	684.00	710.00
Signals or Communications Supervisor 2	648.20	673.20	698.80	725.40
Signals or Communications Supervisor 3	676.10	701.80	728.50	756.20
Senior Signals Supervisor	783.70	813.50	844.40	876.50
Senior Signals Supervisor	830.60	862.20	895.00	929.00

**FORESTRY EMPLOYEES AWARD - DEPT. OF PRIMARY
INDUSTRIES AND DEPT. OF NATURAL RESOURCES**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
FE1		502.60	527.60	552.60	577.60
FE2		515.40	540.40	565.40	590.40
FE3		528.50	553.50	578.50	603.50
FE4		554.40	579.40	604.40	629.40
FE5		594.20	619.20	644.20	669.20
FE6		620.50	645.50	670.50	696.00
FE7		648.00	673.00	698.60	725.10

FRUIT & VEGETABLE GROWING INDUSTRY AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Age					
Under 16 years		213.60	238.60	263.60	288.60
16 and under 17 years		252.40	277.40	302.40	327.40
17 and under 18 years		291.20	316.20	341.20	366.20
18 and under 19 years		310.80	335.80	360.80	385.80
Thereafter the adult rate.....		412.00	437.00	462.00	487.00

ENGINEERING AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
C14		464.00	489.00	514.00	539.00
C13		484.80	509.80	534.80	559.80
C12		512.80	537.80	562.80	587.80
C11		539.00	564.00	589.00	614.00
C10		578.40	603.40	628.40	653.40
C9		604.50	629.50	654.50	679.50
C8		630.80	655.80	680.80	706.70
C7		658.70	683.70	709.70	736.70
C6		711.30	738.30	766.40	795.50
C5		737.40	765.40	794.50	824.70
Furnishing Tradesperson Level 1		584.00	609.00	634.00	659.00
Furnishing Tradesperson Level 2		611.50	636.50	661.50	686.60
Furnishing Tradesperson Level 3		667.40	692.80	719.10	746.40

FURNITURE & ALLIED TRADES AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Production Employee Level 1		466.20	491.20	516.20	541.20
Production Employee Level 2		487.50	512.50	537.50	562.50
Production Employee Level 3		516.20	541.20	566.20	591.20
Production Employee Level 4		542.70	567.70	592.70	617.70

HOSPITALITY INDUSTRY - RESTAURANT, CATERING & ALLIED ESTABLISHMENTS AWARD - SOUTH EASTERN DIVISION

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Introductory		428.00	453.00	478.00	503.00
1		464.20	489.20	514.20	539.20
2		474.30	499.30	524.30	549.30
3		502.10	527.10	552.10	577.10
4		527.90	552.90	577.90	602.90
5		567.50	592.50	617.50	642.50
6		594.20	619.20	644.20	669.20
7		620.50	645.50	670.50	696.00

RETAIL INDUSTRY INTERIM AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Clerks					
LEVEL 1					
	1st year	505.10	530.10	555.10	580.10
	2nd year	515.40	540.40	565.40	590.40
	3rd year	525.80	550.80	575.80	600.80
	4th year	536.20	561.20	586.20	611.20
LEVEL 2					
	1st year	546.40	571.40	596.40	621.40
	2nd year	556.80	581.80	606.80	631.80
	3rd year	567.50	592.50	617.50	642.50
LEVEL 3					
	1st year	604.70	629.70	654.70	679.70
	2nd year	620.50	645.50	670.50	696.00
LEVEL 4					
	1st year	631.80	656.80	681.80	707.70
	2nd year	648.00	673.00	698.60	725.10
LEVEL 5					
	1st year	686.30	712.40	739.50	767.60
	2nd year	702.70	729.40	757.10	785.90
Shop Assistants					
	Shop Assistant	526.40	551.40	576.40	601.40
	1st Level Supervisor	538.80	563.80	588.80	613.80
	2nd Level Supervisor/ Shop Manager	567.50	592.50	617.50	642.50
Ancillary Employees					
	Classification 4	505.10	530.10	555.10	580.10
	Classification 3	526.40	551.40	576.40	601.40
	Classification 2	538.80	563.80	588.80	613.80
	Classification 1	567.50	592.50	617.50	642.50

YOUTH WORKERS EMPLOYED BY THE DEPT. OF FAMILY SERVICES AWARD

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Youth Worker – (Residential Care)					
1st Year		1053.30	1103.30	1153.30	1203.30
2nd Year		1091.90	1141.90	1191.90	1241.90
3rd Year		1138.40	1188.40	1238.40	1288.40
4th Year		1166.20	1216.20	1266.20	1316.20
5th Year		1194.30	1244.30	1294.30	1344.30
Senior Youth Worker – (Residential Care)					
Minimum		1252.80	1302.80	1352.80	1404.20
Maximum		1265.70	1315.70	1365.70	1417.60
Youth Worker – (Practical Training)					
1st Year		1252.80	1302.80	1352.80	1404.20
2nd Year		1267.90	1317.90	1368.00	1420.00
3rd Year		1285.50	1335.50	1386.20	1438.90
4th Year		1300.80	1350.80	1402.10	1455.40
5th Year		1316.00	1366.00	1417.90	1471.80
Principal Youth Worker – (Residential Care)					
Minimum		1416.50	1470.30	1526.20	1584.20
Maximum		1426.80	1481.00	1537.30	1595.70

LEGAL AID QUEENSLAND EMPLOYEE'S AWARD - STATE PROFESSIONAL STREAM

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
PO1	1	775.40	825.40	875.40	925.40
	2	886.50	936.50	986.50	1036.50
	3	997.50	1047.50	1097.50	1147.50
	4	1,108.50	1158.50	1208.50	1258.50
	5	1,170.60	1220.60	1270.60	1320.60
	6	1,232.40	1282.40	1332.40	1383.00
	7	1,296.30	1346.30	1397.50	1450.60
PO2	1	1,403.70	1457.00	1512.40	1569.90
	2	1,482.50	1538.80	1597.30	1658.00
	3	1,560.90	1620.20	1681.80	1745.70
	4	1,639.70	1702.00	1766.70	1833.80
	5	1,718.60	1783.90	1851.70	1922.10
	6	1,796.50	1864.80	1935.70	2009.30

**LEGAL AID QUEENSLAND EMPLOYEE'S AWARD - STATE
PROFESSIONAL STREAM**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
PO3	1	1,887.50	1959.20	2033.60	2110.90
	2	1,945.30	2019.20	2095.90	2175.50
	3	2,003.10	2079.20	2158.20	2240.20
	4	2,061.10	2139.40	2220.70	2305.10
PO4	1	2,194.20	2277.60	2364.10	2453.90
	2	2,250.80	2336.30	2425.10	2517.30
	3	2,307.30	2395.00	2486.00	2580.50
	4	2,363.90	2453.70	2546.90	2643.70
PO5	1	2,472.30	2566.20	2663.70	2764.90
	2	2,531.80	2628.00	2727.90	2831.60
	3	2,591.50	2690.00	2792.20	2898.30
	4	2,650.90	2751.60	2856.20	2964.70
PO6	1	2,739.20	2843.30	2951.30	3063.40
	2	2,792.00	2898.10	3008.20	3122.50
	3	2,844.20	2952.30	3064.50	3181.00
	4	2,896.90	3007.00	3121.30	3239.90

**LEGAL AID QUEENSLAND EMPLOYEE'S AWARD - STATE
ADMINISTRATIVE STREAM**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
AO1	1	747.90	797.90	847.90	897.90
	2	818.30	868.30	918.30	968.30
	3	888.50	938.50	988.50	1038.50
AO2	1	1,048.20	1098.20	1148.20	1198.20
	2	1,084.70	1134.70	1184.70	1234.70
	3	1,122.30	1172.30	1222.30	1272.30
	4	1,160.00	1210.00	1260.00	1310.00
	5	1,198.00	1248.00	1298.00	1348.00
	6	1,235.70	1285.70	1335.70	1386.50
	7	1,274.40	1324.40	1374.70	1426.90
	8	1,313.90	1363.90	1415.70	1469.50
AO3	1	1,405.20	1458.60	1514.00	1571.50
	2	1,459.40	1514.90	1572.50	1632.30
	3	1,513.50	1571.00	1630.70	1692.70

**LEGAL AID QUEENSLAND EMPLOYEE'S AWARD - STATE
ADMINISTRATIVE STREAM**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
	4	1,567.10	1626.60	1688.40	1752.60
AO4	1	1,661.70	1724.80	1790.30	1858.30
	2	1,716.50	1781.70	1849.40	1919.70
	3	1,771.80	1839.10	1909.00	1981.50
	4	1,827.20	1896.60	1968.70	2043.50
AO5	1	1,925.60	1998.80	2074.80	2153.60
	2	1,981.50	2056.80	2135.00	2216.10
	3	2,037.20	2114.60	2195.00	2278.40
	4	2,092.90	2172.40	2255.00	2340.70
AO6	1	2,209.40	2293.40	2380.50	2471.00
	2	2,261.00	2346.90	2436.10	2528.70
	3	2,312.50	2400.40	2491.60	2586.30
	4	2,363.90	2453.70	2546.90	2643.70
AO7	1	2,472.30	2566.20	2663.70	2764.90
	2	2,531.80	2628.00	2727.90	2831.60
	3	2,591.50	2690.00	2792.20	2898.30
	4	2,650.90	2751.60	2856.20	2964.70
AO8	1	2,739.20	2843.30	2951.30	3063.40
	2	2,792.00	2898.10	3008.20	3122.50
	3	2,844.20	2952.30	3064.50	3181.00
	4	2,896.90	3007.00	3121.30	3239.90

**LEGAL AID QUEENSLAND EMPLOYEE'S AWARD - STATE
TECHNICAL STREAM**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
TO1	1	775.40	825.40	875.40	925.40
	2	886.50	936.50	986.50	1036.50
	3	997.50	1047.50	1097.50	1147.50
Age 21	4	1,108.50	1158.50	1208.50	1258.50
	5	1,170.60	1220.60	1270.60	1320.60
	6	1,232.40	1282.40	1332.40	1383.00
	7	1,296.30	1346.30	1397.50	1450.60
TO2	1	1,319.70	1369.80	1421.90	1475.90
	2	1,369.30	1421.30	1475.30	1531.40
	3	1,418.60	1472.50	1528.50	1586.60

	4	1,468.30	1524.10	1582.00	1642.10
	5	1,517.80	1575.50	1635.40	1697.50
	6	1,567.10	1626.60	1688.40	1752.60
TO3	1	1,661.70	1724.80	1790.30	1858.30
	2	1,706.80	1771.70	1839.00	1908.90
	3	1,751.60	1818.20	1887.30	1959.00
	4	1,796.50	1864.80	1935.70	2009.30
TO4	1	1,887.50	1959.20	2033.60	2110.90
	2	1,948.30	2022.30	2099.10	2178.90
	3	2,009.00	2085.30	2164.50	2246.80
TO5	1	2,092.90	2172.40	2255.00	2340.70
	2	2,154.80	2236.70	2321.70	2409.90
	3	2,217.10	2301.30	2388.70	2479.50
	4	2,279.10	2365.70	2455.60	2548.90
TO6	1	2,353.20	2442.60	2535.40	2631.70
	2	2,412.70	2504.40	2599.60	2698.40
	3	2,472.30	2566.20	2663.70	2764.90

**QUEENSLAND NURSING COUNCIL EMPLOYEES' AWARD - STATE
ADMINISTRATIVE STREAM**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed	Proposed	Proposed
			Salary 1/6/03	Salary 1/7/04	Salary 1/8/05
L1	1	747.90	797.90	847.90	897.90
	2	818.30	868.30	918.30	968.30
	3	888.50	938.50	988.50	1038.50
L2	1	1048.20	1098.20	1148.20	1198.20
	2	1084.70	1134.70	1184.70	1234.70
	3	1122.30	1172.30	1222.30	1272.30
	4	1160.00	1210.00	1260.00	1310.00
	5	1198.00	1248.00	1298.00	1348.00
	6	1235.70	1285.70	1335.70	1386.50
	7	1274.40	1324.40	1374.70	1426.90
	8	1313.90	1363.90	1415.70	1469.50
L3	1	1405.20	1458.60	1514.00	1571.50
	2	1459.40	1514.90	1572.50	1632.30
	3	1513.50	1571.00	1630.70	1692.70
	4	1567.10	1626.60	1688.40	1752.60
L4	1	1661.70	1724.80	1790.30	1858.30
	2	1716.50	1781.70	1849.40	1919.70
	3	1771.80	1839.10	1909.00	1981.50
	4	1827.20	1896.60	1968.70	2043.50

**QUEENSLAND NURSING COUNCIL EMPLOYEES' AWARD - STATE
ADMINISTRATIVE STREAM**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed	Proposed	Proposed
			Salary 1/6/03	Salary 1/7/04	Salary 1/8/05
L5	1	1925.60	1998.80	2074.80	2153.60
	2	1981.50	2056.80	2135.00	2216.10
	3	2037.20	2114.60	2195.00	2278.40
	4	2092.90	2172.40	2255.00	2340.70
L6	1	2209.40	2293.40	2380.50	2471.00
	2	2261.00	2346.90	2436.10	2528.70
	3	2312.50	2400.40	2491.60	2586.30
	4	2363.90	2453.70	2546.90	2643.70
L7	1	2472.30	2566.20	2663.70	2764.90
	2	2531.80	2628.00	2727.90	2831.60
	3	2591.50	2690.00	2792.20	2898.30
	4	2650.90	2751.60	2856.20	2964.70
L8	1	2739.20	2843.30	2951.30	3063.40
	2	2792.00	2898.10	3008.20	3122.50
	3	2844.20	2952.30	3064.50	3181.00
	4	2896.90	3007.00	3121.30	3239.90

**QUEENSLAND NURSING COUNCIL EMPLOYEES' AWARD -
STATE
PROFESSIONAL STREAM**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed	Proposed	Proposed
			Salary 1/6/03	Salary 1/7/04	Salary 1/8/05
L1	1	775.40	825.40	875.40	925.40
	2	886.50	936.50	986.50	1036.50
	3	997.50	1047.50	1097.50	1147.50
	4	1108.50	1158.50	1208.50	1258.50
	5	1170.60	1220.60	1270.60	1320.60
	6	1232.40	1282.40	1332.40	1383.00
	7	1296.30	1346.30	1397.50	1450.60
L2	1	1403.70	1457.00	1512.40	1569.90
	2	1482.50	1538.80	1597.30	1658.00
	3	1560.90	1620.20	1681.80	1745.70
	4	1639.70	1702.00	1766.70	1833.80
	5	1718.60	1783.90	1851.70	1922.10
	6	1796.50	1864.80	1935.70	2009.30
L3	1	1887.50	1959.20	2033.60	2110.90
	2	1945.30	2019.20	2095.90	2175.50

**QUEENSLAND NURSING COUNCIL EMPLOYEES' AWARD -
STATE
PROFESSIONAL STREAM**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
	3	2003.10	2079.20	2158.20	2240.20
	4	2061.10	2139.40	2220.70	2305.10
L4	1	2194.20	2277.60	2364.10	2453.90
	2	2250.80	2336.30	2425.10	2517.30
	3	2307.30	2395.00	2486.00	2580.50
	4	2363.90	2453.70	2546.90	2643.70
L5	1	2472.30	2566.20	2663.70	2764.90
	2	2531.80	2628.00	2727.90	2831.60
	3	2591.50	2690.00	2792.20	2898.30
	4	2650.90	2751.60	2856.20	2964.70
L6	1	2739.20	2843.30	2951.30	3063.40
	2	2792.00	2898.10	3008.20	3122.50
	3	2844.20	2952.30	3064.50	3181.00
	4	2896.90	3007.00	3121.30	3239.90

SENIOR COLLEGE TEACHERS AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Tutors					
	Step 1	1066.60	1116.60	1166.60	1216.60
	Step 2	1108.30	1158.30	1208.30	1258.30
	Step 3	1159.50	1209.50	1259.50	1309.50
	Step 4	1211.10	1261.10	1311.10	1361.10
	Step 5	1269.80	1319.80	1370.00	1422.10
Teachers					
	Step 1	1273.40	1323.40	1373.70	1425.90
	Step 2	1436.20	1490.80	1547.50	1606.30
	Step 3	1486.70	1543.20	1601.80	1662.70
	Step 4	1551.10	1610.00	1671.20	1734.70
	Step 5	1627.00	1688.80	1753.00	1819.60
	Step 6	1702.60	1767.30	1834.50	1904.20
	Step 7	1778.30	1845.90	1916.00	1988.80
	Step 8	1855.10	1925.60	1998.80	2074.80
	Step 9	1933.50	2007.00	2083.30	2162.50
	Step 10	2011.70	2088.10	2167.40	2249.80
	Step 11	2090.40	2169.80	2252.30	2337.90
Principal Teacher 2					
	Step 1	2142.40	2223.80	2308.30	2396.00
	Step 2	2195.00	2278.40	2365.00	2454.90
	Step 3	2247.20	2332.60	2421.20	2513.20

SENIOR COLLEGE TEACHERS AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Principal Teacher 1					
Step 1		2299.30	2386.70	2477.40	2571.50
Step 2		2351.90	2441.30	2534.10	2630.40
Step 3		2404.00	2495.40	2590.20	2688.60
Associate Director					
Level 1		2456.10	2549.40	2646.30	2746.90
Level 2		2524.00	2619.90	2719.50	2822.80
Level 3		2592.10	2690.60	2792.80	2898.90
Level 4		2665.10	2766.40	2871.50	2980.60

TAFE TEACHERS AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Tutors					
Step 1		1066.60	1116.60	1166.60	1216.60
Step 2		1108.30	1158.30	1208.30	1258.30
Step 3		1159.50	1209.50	1259.50	1309.50
Step 4		1211.10	1261.10	1311.10	1361.10
Step 5		1269.80	1319.80	1370.00	1422.10
Teachers					
Step 1		1486.70	1543.20	1601.80	1662.70
Step 2		1551.10	1610.00	1671.20	1734.70
Step 3		1627.00	1688.80	1753.00	1819.60
Step 4		1702.60	1767.30	1834.50	1904.20
Step 5		1778.30	1845.90	1916.00	1988.80
Step 6		1855.10	1925.60	1998.80	2074.80
Step 7		1933.50	2007.00	2083.30	2162.50
Step 8		2011.70	2088.10	2167.40	2249.80
Step 9		2090.40	2169.80	2252.30	2337.90
Principal Teacher 2					
Step 1		2142.40	2223.80	2308.30	2396.00
Step 2		2195.00	2278.40	2365.00	2454.90
Step 3		2247.20	2332.60	2421.20	2513.20
Principal Teacher 1					
Step 1		2299.30	2386.70	2477.40	2571.50
Step 2		2351.90	2441.30	2534.10	2630.40
Step 3		2404.00	2495.40	2590.20	2688.60
Associate Director					
Level 1		2456.10	2549.40	2646.30	2746.90
Level 2		2524.00	2619.90	2719.50	2822.80
Level 3		2592.10	2690.60	2792.80	2898.90
Level 4		2665.10	2766.40	2871.50	2980.60

COMMUNITY EDUCATION COUNSELLORS INTERIM AWARD - STATE

Classification Level	Pay Point	Salary	1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
CEC-1	1	1107.10		1157.10	1207.10	1257.10
	2	1168.70		1218.70	1268.70	1318.70
	3	1230.40		1280.40	1330.40	1381.00
	4	1272.30		1322.30	1372.50	1424.70
	5	1311.40		1361.40	1413.10	1466.80
				50.00	100.00	150.00
CEC-2	1	1366.50		1418.40	1472.30	1528.20
	2	1415.90		1469.70	1525.50	1583.50
	3	1466.30		1522.00	1579.80	1639.80
	4	1517.00		1574.60	1634.40	1696.50
	5	1567.90		1627.50	1689.30	1753.50
				50.00	100.00	150.00
CEC-3	1	1664.40		1727.60	1793.20	1861.30
	2	1710.60		1775.60	1843.10	1913.10
	3	1757.00		1823.80	1893.10	1965.00
	4	1803.10		1871.60	1942.70	2016.50
				50.00	100.00	150.00
CEC-4	1	1935.40		2008.90	2085.20	2164.40
	2	1992.40		2068.10	2146.70	2228.30
	3	2049.80		2127.70	2208.60	2292.50
	4	2106.90		2187.00	2270.10	2356.40

QUEENSLAND BUILDING SERVICES AUTHORITY AWARD - STATE**ADMINISTRATIVE STREAM**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L1	1	747.90	797.90	847.90	897.90
	2	818.30	868.30	918.30	968.30
	3	888.50	938.50	988.50	1038.50
L2	1	1048.20	1098.20	1148.20	1198.20
	2	1084.70	1134.70	1184.70	1234.70
	3	1122.30	1172.30	1222.30	1272.30
	4	1160.00	1210.00	1260.00	1310.00
	5	1198.00	1248.00	1298.00	1348.00
	6	1235.70	1285.70	1335.70	1386.50
	7	1274.40	1324.40	1374.70	1426.90
	8	1313.90	1363.90	1415.70	1469.50
L3	1	1405.20	1458.60	1514.00	1571.50
	2	1459.40	1514.90	1572.50	1632.30
	3	1513.50	1571.00	1630.70	1692.70
	4	1567.10	1626.60	1688.40	1752.60

**QUEENSLAND BUILDING SERVICES AUTHORITY AWARD - STATE
ADMINISTRATIVE STREAM**

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L4	1	1661.70	1724.80	1790.30	1858.30
	2	1716.50	1781.70	1849.40	1919.70
	3	1771.80	1839.10	1909.00	1981.50
	4	1827.20	1896.60	1968.70	2043.50
L5	1	1925.60	1998.80	2074.80	2153.60
	2	1981.50	2056.80	2135.00	2216.10
	3	2037.20	2114.60	2195.00	2278.40
	4	2092.90	2172.40	2255.00	2340.70
L6	1	2209.40	2293.40	2380.50	2471.00
	2	2261.00	2346.90	2436.10	2528.70
	3	2312.50	2400.40	2491.60	2586.30
	4	2363.90	2453.70	2546.90	2643.70
L7	1	2472.30	2566.20	2663.70	2764.90
	2	2531.80	2628.00	2727.90	2831.60
	3	2591.50	2690.00	2792.20	2898.30
	4	2650.90	2751.60	2856.20	2964.70
L8	1	2739.20	2843.30	2951.30	3063.40
	2	2792.00	2898.10	3008.20	3122.50
	3	2844.20	2952.30	3064.50	3181.00
	4	2896.90	3007.00	3121.30	3239.90

PROFESSIONAL STREAM

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L1	1	775.40	825.40	875.40	925.40
	2	886.50	936.50	986.50	1036.50
	3	997.50	1047.50	1097.50	1147.50
	4	1108.50	1158.50	1208.50	1258.50
	5	1170.60	1220.60	1270.60	1320.60
	6	1232.40	1282.40	1332.40	1383.00
	7	1296.30	1346.30	1397.50	1450.60
L2	1	1403.70	1457.00	1512.40	1569.90
	2	1482.50	1538.80	1597.30	1658.00
	3	1560.90	1620.20	1681.80	1745.70
	4	1639.70	1702.00	1766.70	1833.80
	5	1718.60	1783.90	1851.70	1922.10
	6	1796.50	1864.80	1935.70	2009.30

PROFESSIONAL STREAM

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L3	1	1887.50	1959.20	2033.60	2110.90
	2	1945.30	2019.20	2095.90	2175.50
	3	2003.10	2079.20	2158.20	2240.20
	4	2061.10	2139.40	2220.70	2305.10
L4	1	2194.20	2277.60	2364.10	2453.90
	2	2250.80	2336.30	2425.10	2517.30
	3	2307.30	2395.00	2486.00	2580.50
	4	2363.90	2453.70	2546.90	2643.70
L5	1	2472.30	2566.20	2663.70	2764.90
	2	2531.80	2628.00	2727.90	2831.60
	3	2591.50	2690.00	2792.20	2898.30
	4	2650.90	2751.60	2856.20	2964.70
L6	1	2739.20	2843.30	2951.30	3063.40
	2	2792.00	2898.10	3008.20	3122.50
	3	2844.20	2952.30	3064.50	3181.00
	4	2896.90	3007.00	3121.30	3239.90

TECHNICAL STREAM

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L1	1	775.40	825.40	875.40	925.40
	2	886.50	936.50	986.50	1036.50
	3	997.50	1047.50	1097.50	1147.50
	4	1108.50	1158.50	1208.50	1258.50
	5	1170.60	1220.60	1270.60	1320.60
	6	1232.40	1282.40	1332.40	1383.00
	7	1296.30	1346.30	1397.50	1450.60
L2	1	1319.70	1369.80	1421.90	1475.90
	2	1369.30	1421.30	1475.30	1531.40
	3	1418.60	1472.50	1528.50	1586.60
	4	1468.30	1524.10	1582.00	1642.10
	5	1517.80	1575.50	1635.40	1697.50
	6	1567.10	1626.60	1688.40	1752.60
L3	1	1661.70	1724.80	1790.30	1858.30
	2	1706.80	1771.70	1839.00	1908.90
	3	1751.60	1818.20	1887.30	1959.00
	4	1796.50	1864.80	1935.70	2009.30
L4	1	1887.50	1959.20	2033.60	2110.90
	2	1948.30	2022.30	2099.10	2178.90

TECHNICAL STREAM

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
	3	2009.00	2085.30	2164.50	2246.80
L5	1	2092.90	2172.40	2255.00	2340.70
	2	2154.80	2236.70	2321.70	2409.90
	3	2217.10	2301.30	2388.70	2479.50
	4	2279.10	2365.70	2455.60	2548.90
L6	1	2353.20	2442.60	2535.40	2631.70
	2	2412.70	2504.40	2599.60	2698.40
	3	2472.30	2566.20	2663.70	2764.90

OPERATIONAL STREAM

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L1	1	612.70	662.70	712.70	762.70
	2	695.00	745.00	795.00	845.00
	3	777.80	827.80	877.80	927.80
	4	860.20	910.20	960.20	1010.20
	5	942.80	992.80	1042.80	1092.80
	6	1025.50	1075.50	1125.50	1175.50
L2	1	1048.20	1098.20	1148.20	1198.20
	2	1086.80	1136.80	1186.80	1236.80
	3	1126.20	1176.20	1226.20	1276.20
	4	1165.50	1215.50	1265.50	1315.50
L3	1	1189.10	1239.10	1289.10	1339.10
	2	1219.50	1269.50	1319.50	1369.60
	3	1250.40	1300.40	1350.40	1401.70
	4	1281.80	1331.80	1382.40	1434.90
L4	1	1340.10	1391.00	1443.90	1498.80
	2	1383.90	1436.50	1491.10	1547.80
	3	1427.90	1482.20	1538.50	1597.00
	4	1471.50	1527.40	1585.40	1645.60
L5	1	1510.20	1567.60	1627.20	1689.00
	2	1560.50	1619.80	1681.40	1745.30
	3	1611.10	1672.30	1735.80	1801.80
	4	1661.70	1724.80	1790.30	1858.30
L6	1	1734.70	1800.60	1869.00	1940.00

OPERATIONAL STREAM

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
	2	1781.10	1848.80	1919.10	1992.00
	3	1827.20	1896.60	1968.70	2043.50
L7	1	1915.10	1987.90	2063.40	2141.80
	2	1962.00	2036.60	2114.00	2194.30
	3	2009.00	2085.30	2164.50	2246.80

RESIDENTIAL TENANCIES AUTHORITY EMPLOYEES' AWARD STATE

Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
1-1	722.40	772.40	822.40	872.40
1-2	797.10	847.10	897.10	947.10
1-3	871.60	921.60	971.60	1021.60
2-1	1,041.60	1091.60	1141.60	1191.60
2-2	1,079.70	1129.70	1179.70	1229.70
2-3	1,118.90	1168.90	1218.90	1268.90
2-4	1,157.70	1207.70	1257.70	1307.70
2-5	1,196.90	1246.90	1296.90	1346.90
2-6	1,235.70	1285.70	1335.70	1386.50
2-7	1,274.40	1324.40	1374.70	1426.90
2-8	1,313.90	1363.90	1415.70	1469.50
3-1	1,405.20	1458.60	1514.00	1571.50
3-2	1,459.40	1514.90	1572.50	1632.30
3-3	1,513.50	1571.00	1630.70	1692.70
3-4	1,567.10	1626.60	1688.40	1752.60
4-1	1,661.70	1724.80	1790.30	1858.30
4-2	1,716.50	1781.70	1849.40	1919.70
4-3	1,771.80	1839.10	1909.00	1981.50
4-4	1,827.20	1896.60	1968.70	2043.50
5-1	1,925.60	1998.80	2074.80	2153.60
5-2	1,981.50	2056.80	2135.00	2216.10
5-3	2,037.20	2114.60	2195.00	2278.40
5-4	2,092.90	2172.40	2255.00	2340.70
6-1	2,209.40	2293.40	2380.50	2471.00
6-2	2,261.00	2346.90	2436.10	2528.70
6-3	2,312.50	2400.40	2491.60	2586.30
6-4	2,363.90	2453.70	2546.90	2643.70
7-1	2,472.30	2566.20	2663.70	2764.90
7-2	2,531.80	2628.00	2727.90	2831.60
7-3	2,591.50	2690.00	2792.20	2898.30
7-4	2,650.90	2751.60	2856.20	2964.70
8-1	2,739.20	2843.30	2951.30	3063.40
8-2	2,792.00	2898.10	3008.20	3122.50
8-3	2,844.20	2952.30	3064.50	3181.00

RESIDENTIAL TENANCIES AUTHORITY EMPLOYEES' AWARD STATE

Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
8-4	2,896.90	3007.00	3121.30	3239.90

COLLEGE EDUCATIONAL ASSISTANTS - TAFE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Step 1		827.80	877.80	927.80	977.80
Step 2		912.40	962.40	1012.40	1062.40
Step 3		985.10	1035.10	1085.10	1135.10
Step 4 (Age 21)		1,046.00	1096.00	1146.00	1196.00
Step 5		1,088.10	1138.10	1188.10	1238.10
Step 6		1,125.40	1175.40	1225.40	1275.40
Step 7		1,169.10	1219.10	1269.10	1319.10

SAFE FOOD QLD - EMPLOYEES

Classification Level		Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
SFO 1	1	747.90	797.90	847.90	897.90
SFO 2	1	997.50	1047.50	1097.50	1147.50
	2	1104.90	1154.90	1204.90	1254.90
	3	1212.30	1262.30	1312.30	1362.30
	4	1319.70	1369.80	1421.90	1475.90
SFO 3	1	1369.30	1421.30	1475.30	1531.40
	2	1435.23	1489.80	1546.40	1605.20
	3	1501.17	1558.20	1617.40	1678.90
	4	1567.10	1626.60	1688.40	1752.60
SFO 4	1	1639.70	1702.00	1766.70	1833.80
	2	1702.20	1766.90	1834.00	1903.70
	3	1764.70	1831.80	1901.40	1973.70
	4	1827.20	1896.60	1968.70	2043.50
SFO 5	1	1887.50	1959.20	2033.60	2110.90
	2	1955.97	2030.30	2107.50	2187.60
	3	2024.43	2101.40	2181.30	2264.20
	4	2092.90	2172.40	2255.00	2340.70
SFO 6	1	2154.80	2236.70	2321.70	2409.90
	2	2240.77	2325.90	2414.30	2506.00
	3	2326.73	2415.10	2506.90	2602.20
	4	2412.70	2504.40	2599.60	2698.40

SAFE FOOD QLD - EMPLOYEES

SFO 7	1	2472.30	2566.20	2663.70	2764.90
	2	2531.50	2627.70	2727.60	2831.20
	3	2591.50	2690.00	2792.20	2898.30
	4	2650.90	2751.60	2856.20	2964.70
SFO 8	1	2739.20	2843.30	2951.30	3063.40
	2	2792.00	2898.10	3008.20	3122.50
	3	2844.20	2952.30	3064.50	3181.00
	4	2896.90	3007.00	3121.30	3239.90

CLERICAL EMPLOYEES AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Level 1	1st Year of service	505.10	530.10	555.10	580.10
	2nd Year of service	515.40	540.40	565.40	590.40
	3rd Year of service	525.80	550.80	575.80	600.80
	4th Year of service	536.20	561.20	586.20	611.20
Level 2	1st Year of service	546.40	571.40	596.40	621.40
	2nd Year of service	556.80	581.80	606.80	631.80
	3rd Year of service	567.50	592.50	617.50	642.50
Level 3	1st Year of service	604.70	629.70	654.70	679.70
	2nd Year of service	620.50	645.50	670.50	696.00
Level 4	1st Year of service	631.80	656.80	681.80	707.70
	2nd Year of service	648.00	673.00	698.60	725.10
Level 5	1st Year of service	686.30	712.40	739.50	767.60
	2nd Year of service	702.70	729.40	757.10	785.90

CONSERVATION, PARKS AND WILDLIFE EMPLOYEES' AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Operational Stream					
L1	1	612.70	662.70	712.70	762.70
	2	695.00	745.00	795.00	845.00
	3	777.80	827.80	877.80	927.80
	4	860.20	910.20	960.20	1010.20
	5	942.80	992.80	1042.80	1092.80
	6	1025.50	1075.50	1125.50	1175.50

CONSERVATION, PARKS AND WILDLIFE EMPLOYEES' AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
L2	1	1048.20	1098.20	1148.20	1198.20
	2	1086.80	1136.80	1186.80	1236.80
	3	1126.20	1176.20	1226.20	1276.20
	4	1165.50	1215.50	1265.50	1315.50
L3	1	1189.10	1239.10	1289.10	1339.10
	2	1219.50	1269.50	1319.50	1369.60
	3	1250.40	1300.40	1350.40	1401.70
	4	1281.80	1331.80	1382.40	1434.90
L4	1	1340.10	1391.00	1443.90	1498.80
	2	1383.90	1436.50	1491.10	1547.80
	3	1427.90	1482.20	1538.50	1597.00
	4	1471.50	1527.40	1585.40	1645.60
L5	1	1510.20	1567.60	1627.20	1689.00
	2	1560.50	1619.80	1681.40	1745.30
	3	1611.10	1672.30	1735.80	1801.80
	4	1661.70	1724.80	1790.30	1858.30
L6	1	1734.70	1800.60	1869.00	1940.00
	2	1781.10	1848.80	1919.10	1992.00
	3	1827.20	1896.60	1968.70	2043.50
L7	1	1915.10	1987.90	2063.40	2141.80
	2	1962.00	2036.60	2114.00	2194.30
	3	2009.00	2085.30	2164.50	2246.80

PILOTS - AIRWING - QPS - CERTIFIED AGREEMENT 1996

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Chief Pilot		3008.60	3122.90	3241.60	3364.80
Line Pilot (Fleet Endorsed)		2705.90	2808.70	2915.40	3026.20
Line Pilot (Super Kingair, C208, C402)		2452.90	2546.10	2642.90	2743.30
Line Pilot (C402, C208)		2050.50	2128.40	2209.30	2293.30

PUBLIC SERVICE MEDICAL OFFICERS' AWARD - STATE

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.f.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
	1	2918.10	3029.00	3144.10	3263.60
	2	3136.50	3255.70	3379.40	3507.80
	3	3384.00	3512.60	3646.10	3784.70
	4	3489.90	3622.50	3760.20	3903.10
	5	3595.40	3732.00	3873.80	4021.00
	6	3701.80	3842.50	3988.50	4140.10
	7	3807.70	3952.40	4102.60	4258.50
	8	3926.60	4075.80	4230.70	4391.50
	9	4134.20	4291.30	4454.40	4623.70
	10	4270.90	4433.20	4601.70	4776.60
	11	4404.90	4572.30	4746.00	4926.30
	12	4675.60	4853.30	5037.70	5229.10
	13	4791.50	4973.60	5162.60	5358.80
	14	4995.00	5184.80	5381.80	5586.30

TRANSPORT DISTRIBUTION & COURIER INDUSTRY AWARD

Classification Level	Pay Point	Adjusted Salary - 1/9/02 \$ p.w.	Proposed Salary 1/6/03	Proposed Salary 1/7/04	Proposed Salary 1/8/05
Grade 1		485.50	510.50	535.50	560.50
Grade 2		504.30	529.30	554.30	579.30
Grade 3		513.90	538.90	563.90	588.90
Grade 4		528.30	553.30	578.30	603.30
Grade 5		537.40	562.40	587.40	612.40
Grade 6		547.10	572.10	597.10	622.10
Grade 7		556.60	581.60	606.60	631.60
Grade 8a		556.70	581.70	606.70	631.70
Grade 8b		586.00	611.00	636.00	661.00
Grade 9		595.50	620.50	645.50	670.50
Grade 10		619.90	644.90	669.90	695.40

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 eighth day of September 2003, certified by the Commission and given Register No. CA377 of 2003, in the Certified Agreements Register.

Dated this 3rd day of September 2003.

E EWALD,
Industrial Registrar.

Operative Date: 8 September 2003