

30 September 2005

MEMORANDUM OF AGREEMENT

**“PUBLIC SECTOR WAGE BARGAINING IN
QUEENSLAND 2005 – 2007”**

between

THE QUEENSLAND GOVERNMENT

and

THE QUEENSLAND COUNCIL OF UNIONS

representing

**VARIOUS UNIONS REPRESENTING QUEENSLAND GOVERNMENT
EMPLOYEES**

and

THE AUSTRALIAN WORKERS UNION OF EMPLOYEES

PARTIES

1. This document forms an agreement between the Queensland Government as the employer, the Queensland Council of Unions, some affiliated trade unions (as identified in Appendix 1) and the Australian Workers Union as representatives of the Queensland Government public sector workforce.

PURPOSE

2. This document provides the framework for the provision of agreed wage increases settled as a result of wage bargaining in the Queensland public sector during the operation of this agreement. It also identifies industrial matters that are to be settled at the whole of Government level as well as defining matters to be negotiated at agency level bargaining.

COVERAGE

3. This agreement governs the outcomes of public sector enterprise bargaining in all Government agencies, statutory authorities and commercialised business units for the duration of the agreement. This agreement does not cover the operations of Government Owned Corporations.

METHODOLOGY

4. It is the intention of the parties that current certified agreements (or other industrial instruments in lieu of) will be replaced by a further series of certified agreements (as identified in Appendix 4).
5. At the nominal expiry of each such agreement, the parties will endeavour to have finalised negotiations and be in a position to have a new agreement certified.
6. Each such agreement reached will include wage increases consistent with those described in paragraph 11 of this document. The operative date of the first wage increase will be determined by Government policy (i.e. the first day of the month in which in-principle agreement was reached or the first day after the nominal expiry date of the previous agreement, whichever is later) unless agreed otherwise by all affected parties.
7. In addition to the wage increases, each agreement will contain the provisions set out in Appendix 2.
8. Those matters agreed between the parties for whole of Government implementation that are not appropriately sited in certified agreements will be introduced via alternative mechanisms. These are identified in Appendix 3.

9. Attached as Appendices 5 and 6 to this document are matters, provided by all affected parties, that are agreed as open for negotiation at agency level bargaining. The negotiating party/parties pursuing the issue is/are recorded.
10. Appendix 4 identifies the Certified Agreements that will be negotiated under this agreement. Any amendments to this list must be agreed between the parties.

WAGE INCREASES

11. It is agreed that the wage and salary rates of Queensland public sector employees will be increased by the equivalent of 4% per annum or \$30 per week (whichever is the greater). Specific quanta and durations between wage rises may be determined on an agreement-by-agreement basis, however no wage or salary rate may cumulatively be increased by more than 4% in any one 12 month period.

AGENCY LEVEL ISSUES

12. It is agreed that Appendices 5 and 6 identify an exhaustive list of issues that are open for negotiation during the re-negotiation of the agreement in question. The party/parties nominating the issue are specifically referred to within the Appendix. No further claims may occur beyond the scope of the listed issues unless agreed otherwise by all affected parties.

DURATION

13. Unless otherwise agreed by all parties, this agreement remains in force until 1 July 2007, and shall continue in force until either replaced by another agreement or until any party withdraws from the agreement by giving all other parties at least 3 months notice in writing.

SIGNATURES

Peter Henneken
Director General of the Department
Of Industrial Relations (on behalf of the
Queensland Government)

Witness

Grace Grace
General Secretary
Queensland Council of Unions
(on behalf of affiliated unions
as listed in Appendix 1)

Witness

Bill Ludwig
Secretary
The Australian Workers Union
of Employees, Queensland

Witness

UNIONS PARTIES TO THIS AGREEMENT

Australian Building Construction Employees and Builders' Labourers' Federation (Queensland Branch) Union of Employees

Australian Institute of Marine and Power Engineers' Union of Employees, Queensland

Liquor Hospitality and Miscellaneous Union, Queensland Branch, Union of Employees

Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland

The Association of Professional Engineers, Scientists and Managers, Australia, Queensland Branch, Union of Employees

Australian Municipal, Administrative, Clerical and Services Union, Central and Southern Queensland Clerical and Administrative Branch, Union of Employees

Federated Clerks' Union of Australia North Queensland Branch, Union of Employees

The Electrical Trades Union of Employees Queensland

The Plumbers and Gasfitters Employees Union of Australia, Queensland Branch, Union of Employees

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

The Seamen's Union of Australasia, Queensland Branch, Union of Employees

Actors, Entertainers and Announcers Equity Association, Queensland, Union of Employees

Queensland Nurses' Union of Employees

Queensland Police "Union of Employees"

Queensland Services, Industrial Union of Employees

Queensland Teachers Union of Employees

Transport Workers' Union of Australia, Union of Employees (Queensland Branch)

United Firefighters' Union of Australia, Union of Employees, Queensland

WHOLE OF GOVERNMENT ISSUES

Certified Agreement Provisions

It is agreed that the following provisions will be inserted into each certified agreement in the terms described below (and in replacement of current wording where applicable) –

EMPLOYMENT SECURITY

It is agreed that all certified agreements made under this Memorandum will contain an agreed clause in relation to the issue of security of employment.

PERMANENT EMPLOYMENT

It is agreed that all certified agreements made under this Memorandum will contain an agreed clause in relation to the issue of maximising permanent employment.

CLOSED AGREEMENT

This agreement is in full and final settlement of all parties' claims for its duration, it is a term of this agreement that the no party will pursue any extra claims relating to wages or conditions of employment whether dealt with in this agreement or not.

This agreement covers all matters or claims that could otherwise be subject to protected industrial action.

It is agreed that the following changes may be made to employees rights and entitlements during the life of this agreement:

- (a) General Rulings and Statements of Policy issued by the Queensland Industrial Relations Commission that provide conditions that are not less favorable than current conditions;
- (b) Any improvements in conditions that are determined on a whole-of government basis;
- (c) Reclassifications;
- (d) Any matters identified in the Leave Reserved clause of this agreement.

Should it be agreed that specific subsidiary agreement/s may be negotiated under this agreement, all rights associated with protected industrial action under the *Industrial Relations Act 1999* will apply to all parties involved.

Unless inconsistent with the terms of this agreement, the entitlement of employees covered by this agreement as contained in awards, agreements, Ministerial Directives or determinations made under the *Public Service Act 1996* effective at the date this agreement was made shall not be reduced for the life of this agreement.

INDUSTRIAL RELATIONS EDUCATION LEAVE

It is agreed that all certified agreements made under this Memorandum will contain an agreed clause in relation to the issue of the provision of Industrial Relations Education Leave.

PREVENTION AND SETTLEMENT OF DISPUTES

It is agreed that all certified agreements made under this Memorandum will contain an agreed clause in relation to the issue of providing a means to prevent and settle any disputes arising out of the operation of the agreement.

WHOLE OF GOVERNMENT ISSUES

Matters Delivered by Means Other than Certified Agreements

It is agreed that the following issues will be acted upon in the manner described in this Appendix to take effect from the agreed dates.

Increased Parental Leave

- 12 weeks' paid maternity/adoption leave to be introduced from 1 July 2005;
- No transferability to partner.

Government will develop guidelines that will include tests for reasonable employer actions and reasonable employee requests for flexible work practices to accommodate carer responsibilities.

It is proposed to implement these changes via amendments to the current Ministerial Directive 3/01.

This offer is contingent on agreement that the entitlement to paid sick leave during unpaid parental leave is removed from the Ministerial Directive 08/01 (Sick Leave).

Employees on paid maternity or adoption leave will be able to access paid sick leave if the illness is for one week or more.

Work/Family Life Balance Provisions

- extension of purchased leave arrangements to require agencies to offer up to 6 weeks purchased leave per year;
- introduction of half pay recreation leave subject to CEO discretion in the light of service delivery requirements and financial considerations

Improved access to purchased leave will be achieved through amendment to Government policy.

Introduction of half pay recreation leave will be achieved through amendment to Ministerial Directive 8/04 (Recreation Leave).

Pro-rata Long Service Leave for all Employees after Seven Years

Enhancements to the current arrangements to provide pro rata leave after 7 years service (but not the availability of cash equivalent on termination) and provide more flexible access to LSL. Other additional enhancements would include –

- LSL at half pay for double the period of time for any purpose (not just parental leave);
- reduce minimum period of leave from two weeks to one week;
- payment of LSL at employee's rate of pay prior to a voluntary reversion to a lower classification

These enhancements would be achieved through amendments to Ministerial Directive 1/01 (Long Service Leave).

Removal of the 50% cap on salary sacrifice.

The removal of the current 50% salary cap on salary sacrifice for the purposes of superannuation. This will be achieved through amendment to Government policy.

Superannuation

Government will ensure that employees are receiving an employer contribution equal to at least 9% of Ordinary Time Earnings (as defined in the Superannuation Laws Amendment (2004 Measures No. 2) Act 2004), effective from 1 July 2006.

INDUSTRIAL INSTRUMENTS TO REPLACED/NEGOTIATED

- Agricultural Colleges of Queensland Certified Agreement 2003
- CITEC - Certified Agreement 2003 – 2006
- Cleaners in Education Queensland Certified Agreement 2003
- Corporate Administration Agency Queensland Cultural Centre Car Park Officers Certified Agreement
- Crime and Misconduct Commission Certified Agreement 2003
- Department of Corrective Services - Correctional Employees' Determination 2004
- Department of Education Teachers Certified Agreement 2003
- Department of Emergency Services – Aviation Services
- DPI Forestry - Certified Agreement 2002
- Goprint - Certified Agreement 2003 - 2006
- Main Roads Enterprise Development Agreement 5 (2002) - Certified Agreement
- Maritime Safety Queensland - Gladstone Pilot Transfer Crew Certified Agreement 2003-2006
- Maritime Safety Queensland Marine Pilots (Cairns, Mackay and Townsville Regions) Agreement 2003-2006
- Maritime Safety Queensland Marine Pilots (Gladstone Region) Agreement 2003-2006
- Nurses (Mater Misericordiae Public Hospitals, Brisbane) Section 170MX Award 2003
- Nurses (Queensland Health) - Section 170MX Award 2003
- Parliamentary Service Certified Agreement 2003
- Project Services Certified Agreement 2003
- QBuild Cleaning Certified Agreement 2003
- QBuild Field Staff Certified Agreement 5 (2002)
- QBuild Office Staff Certified Agreement 6 (2003)
- QBuild State Government Security Certified Agreement (2003)
- QCOMP Certified Agreement
- QFLEET Certified Agreement 2003 - 2006
- Queensland Ambulance Service Enterprise Partnership Agreement 2002
- Queensland Fire and Rescue Service - Enterprise Partnership Certified Agreement 2003
- Queensland Health - Mental Health Services Certified Agreement 1998
- Queensland Health - Princess Alexandra Hospital and Health Service District Fire, Safety and Security - Twelve Hour Shift Certified Agreement 2002
- Queensland Health Service Districts Building, Engineering and Maintenance Services Certified Agreement 2001
- Queensland Institute of Medical Research (QIMR) - Certified Agreement 2003
- Queensland Performing Arts Centre Certified Agreement 2003

- Queensland Police Service – Staff Members (new agreement)
- Queensland Public Health Sector - Certified Agreement (No.5) 2002
- Queensland Rural Adjustment Authority Enterprise Development Agreement 2003
- Queensland Transport Maritime Division Marine Operations Statewide Certified Agreement 2001
- Sales and Distribution Services (SDS) - Certified Agreement 2003 - 2006
- South Bank Corporation Employees' Certified Agreement 2004
- State Government Departments Certified Agreement 2003
- Teacher Aides Employed by Education Queensland - Certified Agreement 2003
- The TAFE Queensland Educational Staff Sub-Agency Certified Agreement 2003
- Tourism Queensland Certified Agreement 2003
- WorkCover Queensland - Certified Agreement 2003

**MATTERS AGREED AS OPEN FOR NEGOTIATION AT
AGENCY LEVEL BARGAINING
(AS IDENTIFIED BY THE QUEENSLAND GOVERNMENT)**

AFCOM – FIRECOM BRISBANE ENTERPRISE PARTNERSHIP CERTIFIED AGREEMENT 2004

Provisions to be rolled into replacement agreement for *Queensland Fire and Rescue Enterprise Partnership Certified Agreement 2003* (QG)

AGRICULTURAL COLLEGES OF QUEENSLAND CERTIFIED AGREEMENT 2003

In acknowledgement of potential changes to the governance and reporting arrangements to Agricultural Colleges and the potential for workplace reform in terms of business systems and processes, the Government identifies a series of possible issues for negotiations including –

- Classification structures
- Role and Duty Statements
- Award Coverage of employees

CITEC - CERTIFIED AGREEMENT 2003 – 2006

Continuous shift work (QG)

On call arrangements (QG)

Profit sharing/bonus payments (QG)

CLEANERS IN EDUCATION QUEENSLAND CERTIFIED AGREEMENT 2003

Surplus capacity (QG)

Hours of duty (QG)

Allocation of hours (QG)

Allocation for non-school sites (QG)

Accrual of ADO hours (QG)

Review of maximisation of hours provision (QG)

Review of transfer provision (QG)

Broken work allowance on student non-contact days (QG)

**CORPORATE ADMINISTRATION AGENCY QUEENSLAND CULTURAL
CENTRE CAR PARK OFFICERS CERTIFIED AGREEMENT**

Continue to flow on wage quantum as per *State Government Departments
Certified Agreement* (QG)

CRIME AND MISCONDUCT COMMISSION CERTIFIED AGREEMENT 2003

Nil issues (QG)

**DEPARTMENT OF COMMUNITIES (EMPLOYEES EXCEPTING NURSING
STAFF – ENGAGED IN OPERATIONS IN YOUTH DETENTION CENTRES)
– CERTIFIED AGREEMENT 2004**

Discontinue agreement – reflect conditions elsewhere (QG)

**DEPARTMENT OF CORRECTIVE SERVICES - CORRECTIONAL
EMPLOYEES' DETERMINATION 2004**

Review of qualifications and progression (QG)

DEPARTMENT OF EDUCATION TEACHERS CERTIFIED AGREEMENT 2003

Ability to attract & retain high calibre principals to large schools (including rewarding performance) (QG)

Ability to attract and retain high calibre teacher graduates (QG)

Improve staffing flexibility in schools (QG)

Develop school leadership and reward for experienced classroom teachers (QG)

Review attraction and retention incentives for teaching staff and principals in rural and remote areas (QG)

Efficient use of school facilities (QG)

Review utilisation and impacts of Student Free Days (QG)

Remove school based guarantees (QG)

DEPARTMENT OF EMERGENCY SERVICES – AVIATION SERVICES

Roll in current contract arrangements (QG)

DEPARTMENT OF PRIMARY INDUSTRIES – QUEENSLAND BOATING AND FISHERIES PATROL - TERMS AND CONDITIONS - CERTIFIED AGREEMENT 2002

Incorporate entitlements contained within the current agreement into the award and not have a subsidiary agreement. (QG)

DISABILITY SERVICES QUEENSLAND (RESIDENTIAL CARE OFFICERS) - CERTIFIED AGREEMENT 2003

Discontinue agreement – reflect conditions elsewhere (QG)

DPI FIRE ANT CONTROL CENTRE - CERTIFIED AGREEMENT 2003

The Agreement is timed to expire at the same time as the project and it appears that there is no need to negotiate a replacement or roll the provisions into the Core (QG)

DPI FORESTRY - CERTIFIED AGREEMENT 2002

Alignment of wage rates to *State Government Departments Certified Agreement* rates (QG)

Review classification structure / relativities / multiskilling (QG)

Absorption of some allowances (QG)

Transfer of general employees (QG)

TOIL provisions (QG)

ENVIRONMENTAL PROTECTION AGENCY (RANGERS) – CERTIFIED AGREEMENT 2004

Discontinue agreement – reflect conditions elsewhere (QG)

GOPRINT - CERTIFIED AGREEMENT 2003 – 2006

Shift work and shift rostering (QG)

Outsourcing (QG)

**MAIN ROADS ENTERPRISE DEVELOPMENT AGREEMENT 5 (2002) -
CERTIFIED AGREEMENT**

Alter nature of “productivity bonus” to a “workforce capability incentive payment” (QG)

Modify the Guaranteed Transfer Out provisions of the Rural and Remote Area Incentive Scheme (QG)

Establish clear guidelines associated with working on rostered days off (QG)

Altered conditions for public service officers working night work (QG)

Payment of annual leave loading once per year (1 December) for all employees (QG)

Superannuated Accredited Qualifications payment (QG)

Reflect agreed position with respect to Engineering Award variations (QG)

Ten days sick leave for general employees (QG)

**MARITIME SAFETY QUEENSLAND - GLADSTONE PILOT TRANSFER
CREW CERTIFIED AGREEMENT 2003-2006**

No issues

**MARITIME SAFETY QUEENSLAND MARINE PILOTS (CAIRNS, MACKAY
AND TOWNSVILLE REGIONS) AGREEMENT 2003-2006**

No issues

**MARITIME SAFETY QUEENSLAND MARINE PILOTS (GLADSTONE
REGION) AGREEMENT 2003-2006**

No issues

NURSES (QUEENSLAND HEALTH) - SECTION 170MX AWARD 2003

Agreement to retain and expand the coverage of provisions from 170MX Award that support new or extended or flexible models of health care e.g. Clauses 18-23. (QG)

Modernisation of the classification structure with the potential to absorb the qualifications allowance. (QG)

Effecting changes to Clause 17 to ensure a better business fit of workload management provisions. (QG)

Remove clauses 5.4.1 and 5.4.2 and Schedule 4. (QG)

Mechanisms surrounding collaborative information sharing between the parties.

Implement Government responses to the recommendations of the Forster Review (QG)

PARLIAMENTARY SERVICE CERTIFIED AGREEMENT 2003

Nil issues (QG)

PARLIAMENTARY SERVICE – ASSISTANT ELECTORATE OFFICERS CLASSIFICATION AND WAGES - CERTIFIED AGREEMENT 2005

Discontinue agreement – reflect conditions elsewhere (QG)

PROJECT SERVICES CERTIFIED AGREEMENT 2003

Nil (QG)

QBUILD CLEANING CERTIFIED AGREEMENT 2003

Nil (QG)

QBUILD FIELD STAFF CERTIFIED AGREEMENT 5 (2002)

Review of Country Allowance (QG)

Workplace Health and Safety Performance (QG)

Introduction of new technology to improve business outcomes and job enrichment. (QG)

QBUILD OFFICE STAFF CERTIFIED AGREEMENT 6 (2003)

Accumulated time arrangements (QG)

QBUILD STATE GOVERNMENT SECURITY CERTIFIED AGREEMENT (2003)

Nil (QG)

Q-COMP

Establish stand alone certified agreement based on existing WorkCover agreement. (QG)

Review classification structure. (QG)

QFLEET CERTIFIED AGREEMENT 2003 – 2006

Review of position competencies (QG)

QUEENSLAND AMBULANCE SERVICE ENTERPRISE PARTNERSHIP AGREEMENT 2002

Explore options for alternate models of service delivery to provide solutions in relation to delivery of on-call services (QG)

Further enhancements to rural, remote and isolated service delivery including an expanded role for paramedics in these locations (QG)

Continuous business improvements including the incorporation of an improved clinical governance framework (QG)

Further enhancement of education and training practices (QG)

Ensure that resources are managed efficiently and effectively and in accordance with community expectations (QG)

Operational communications (QG)

QUEENSLAND FIRE AND RESCUE SERVICE - ENTERPRISE PARTNERSHIP CERTIFIED AGREEMENT, 2003

Flexible employment strategies (QG)

Staff attendance issues including Absenteeism Management strategies and WorkCover Management Strategies (QG)

Station Officer Personal Development Plans (QG)

Remixing the 2.5% flexibility allowance (QG)

Community protection and community safety programs (QG)

QUEENSLAND HEALTH - MENTAL HEALTH SERVICES CERTIFIED AGREEMENT 1998

Implement Government responses to the recommendations of the Forster Review (QG)

QUEENSLAND HEALTH- PRINCESS ALEXANDRA HOSPITAL AND HEALTH SERVICE DISTRICT FIRE, SAFETY AND SECURITY - TWELVE HOUR SHIFT CERTIFIED AGREEMENT 2002

Implement Government responses to the recommendations of the Forster Review (QG)

QUEENSLAND HEALTH SERVICE DISTRICTS BUILDING, ENGINEERING AND MAINTENANCE SERVICES CERTIFIED AGREEMENT 2001

Implement Government responses to the recommendations of the Forster Review (QG)

QUEENSLAND INSTITUTE OF MEDICAL RESEARCH (QIMR) - CERTIFIED AGREEMENT 2003

No changes (QG)

QUEENSLAND PERFORMING ARTS CENTRE - CERTIFIED AGREEMENT 2003

Engagement of employees - enhanced flexibility in the terms and conditions applying to employees in QPAC commercial operations (QG)

Removal of restrictive practices provisions (QG)

Comprehensive redrafting of the agreement to enhance application, understanding and interpretation (QG)

Adjustment to the agreement following the Electrolux High Court decision - to ensure the agreement meets certification requirements of the Australian Industrial Relations Commission (QG)

QUEENSLAND POLICE SERVICE – STAFF MEMBERS

Consolidation of leave loading (QG)

Payment of overtime (QG)

Signing on and off at actual times (QG)

Pilots (hours and leave) (QG)

Meal breaks – day shift workers (QG)

10 hour break (QG)

Public holiday guidelines (QG)

Christmas penalties (QG)

Police dog instructors' allowance (QG)

QUEENSLAND PUBLIC HEALTH SECTOR - CERTIFIED AGREEMENT (NO.5) 2002

Commitment of the parties to exploring developments in health practice, and review organisational change requirements accordingly, to better facilitate exploration of innovation and/or new ways of working, and to streamline processes and focus on change management relationships between Queensland Health, its employees and their unions (QG)

Streamlining and reworking entitlements and processes for medical officers (QG)

Review the purpose, objectives and structure of all consultative forums (QG)

Create a “supplementary employee” category of employment to provide greater flexibility in the employment of part-time employees (QG)

Changes to rosters and changes to starting and finishing times to be by consultation with relevant unions and affected staff (QG)

Where service requirements demand, expand spread of ordinary hours to cover Monday to Sunday (QG)

Introduction of a 38 hour week for Scientists to enable introduction of 38 hour week flexibility provisions (QG)

Amend contracting in and contracting out requirements to reflect the Queensland Government policy (QG)

Performance appraisal and development processes to be implemented for all staff (QG)

Remove Clause 4.2 (QG)

Remove Clause 2.6 and Schedule 2 (QG)

Implement Government responses to the recommendations of the Forster Review (QG)

QUEENSLAND RURAL ADJUSTMENT AUTHORITY ENTERPRISE DEVELOPMENT AGREEMENT 2003

Align wage rates with *Queensland Government Departments Certified Agreement* rates (QG)

Adopt *Queensland Government Departments Certified Agreement* conditions in relation to training, 48/52 leave and payment of leave loading in December (QG)

Delete Clause 5.5 Organisational Change (QG)

Revise Clause 5.6 to revert to annual increments on employment anniversary (QG)

QUEENSLAND TRANSPORT MARITIME DIVISION MARINE OPERATIONS STATEWIDE CERTIFIED AGREEMENT 2001

No issues

**SALES AND DISTRIBUTION SERVICES (SDS) - CERTIFIED AGREEMENT
2003 – 2006**

Nil (QG)

**SOUTH BANK CORPORATION EMPLOYEES' CERTIFIED AGREEMENT
2004**

Review higher duties provisions (QG)

Retain performance based remuneration system (QG)

Retain 38 hour week (QG)

STATE GOVERNMENT DEPARTMENTS CERTIFIED AGREEMENT 2003

Delete Clause 1.8 (QG)

Delete Clause 2.2.3 (QG)

Delete clause 5.2 (QG)

Delete Part 14

Review consultative structures (QG)

Hours of work in the Queensland Audit Office (QG)

Hours of work in Smart Service Queensland (QG)

Include Queensland Rural Adjustment Authority (QG)

Eliminate requirement for union agreement to introduce on-call arrangements (QG)

Transfer arrangements for Rangers in the Environmental Protection Agency (QG)

Inclusion of relevant conditions of *Department of Communities (employees excepting Nursing Staff – Engaged in operations in Youth Detention Centres) – Certified Agreement 2004* into *State Government Departments Certified Agreement 2006* (QG)

Inclusion of relevant conditions of *Disability Services Queensland (Residential Care Officers) - Certified Agreement 2003* into *State Government Departments Certified Agreement 2006* (QG)

Inclusion of relevant conditions of *Environmental Protection Agency (Rangers) – Certified Agreement 2004* into *State Government Departments Certified Agreement 2006* (QG)

STATE VALUATION SERVICES CERTIFIED AGREEMENT 2004

Agreement to be terminated upon nominal expiry (QG)

TEACHER AIDES EMPLOYED BY EDUCATION QUEENSLAND - CERTIFIED AGREEMENT 2003

Remove provisions relating to Award allowances, funding sources and filling of vacancies (QG)

Address anomalies and difficulties with the practical application of the maximisation of hours provisions being experienced in special schools (QG)

Improve delivery of specialist health procedures within schools (QG)

Capitalise on untapped teaching resource among teacher aides (QG)

Annual allocation of t/aide hours (QG)

Ensure that OO4 positions are school based and at the discretion of principals (QG)

Inclusion of multi hire clause (QG)

THE TAFE QUEENSLAND EDUCATIONAL STAFF SUB-AGENCY CERTIFIED AGREEMENT 2003

Review of TAFE and Senior College awards

Implementation of a transfer policy within metropolitan institutes

classification review

Non attendance time

Hours of work

Spread of hours

Attraction and retention issues

TOURISM QUEENSLAND CERTIFIED AGREEMENT 2003

Review attraction and retention provisions (QG)

Retain performance based pay (QG)

TRADESPERSONS AND LABOURERS EMPLOYED WITHIN THE DEPARTMENT OF HOUSING CERTIFIED AGREEMENT 2003

Discontinue agreement (QG)

WORKCOVER QUEENSLAND - CERTIFIED AGREEMENT 2003

Administrative arrangements for salary increases (QG)

Review the payment of locality allowances (QG)

Review the entitlement to an additional weeks annual leave for remote area employees (QG)

Pay out of banked time for employees at grade 5 classification (QG)

Restructure of Performance Management ratings (QG)

Review shift work allowances & payments – IT staff (QG).

**MATTERS AGREED AS OPEN FOR NEGOTIATION AT
AGENCY LEVEL BARGAINING**

(AS IDENTIFIED BY THE PUBLIC SECTOR UNIONS)

Education Qld – QTU issues

- Fully funded payrise;
- No trade offs for payrise;
- Separate agreement for teachers;
- Review and conversion of temporary staff;
- Change management processes;
- Work/life balance;
- Reduction in workload and an increase in NCT through a phased increase in NCT to Primary and Special Education teachers leading to parity with secondary school teachers;
- Review of RAIS;
- Increased parental leave;
- Improved access to professional development;
- Classification/Salaries Structure issues including possibility of conversion of “senior teacher” to additional step on the salary scale, creation of allowances for positions of additional responsibility and restructure of promotional positions from review under current agreement;
- Recognition of overseas teaching;
- Review of the sliding scale of NCT allowance for HODs in Secondary Schools;
- HOC positions in primary and special schools be centrally funded;
- Additional NCT for Union Representatives;
- Ensure first year teachers have a reduced class load to allow for induction/mentoring and a graduated entry into teaching;
- Guaranteed meal breaks for specialist teachers such as teacher/librarians;
- Improved staffing allocation for IT;
- Staffing allocation to reduce contact time for beginning and returning teachers;
- Staffing allocation for year level and subject area co-ordinators in secondary schools;
- Review and improvements for community and assistant teachers;
- Improved cultural leave;
- Playground duty – minimisation of teacher involvement (consistent with existing agreement)
- matters to be included in the leave reserve clause (eg educational funding issues)

TAFE – QTU;

- Fully funded payrise;
- No trade offs for payrise;
- Separate agreement for TAFE;
- Maximising permanent employment and conversion of temporary employees;
- Review of step 4 teacher qualification barrier and progressional arrangements to ensure equity for all employees;
- Consolidation of implementation of “Programming”;
- Improved work/life balance for family responsibilities;
- Removal of cap for the accumulation of annual leave;
- Travel time and after hours professional development recognition be reviewed for the purposes of working time;
- Deferred Salary Scheme;
- Review of public holidays and sick leave for the purposes of calculating contact time;
- Funded cross-cultural training for teachers working with Indigenous Students;
- Pay and conditions of Educational Administrators;
- Conditions governing the implementation of flexible delivery;

LHMU

Corporate Administration Agency Cultural Centre Parking Officer

LOG OF CLAIMS

- 3 Year agreement
- That the new C/A be amended to reflect that the Employees of Queensland Government Departments (other than Public Servants) Award replacing the Motoring Services Award – South East Queensland as the parent award
- That offices be placed onto the operational stream at level 4.
- Remove public holidays from the annualised wage
- Amend clause 4.4.3 to reflect (by assign these words) “but where 24 hours notice is not given to an officer a minimum payment for 2 hours shall apply”
- Direct Debit Clause to be inserted
- Industrial Relations Education leave clause to be inserted
- Casual conversion clause to be inserted
- Job Security Clause to be inserted
- Collective Industrial Relations clause to be inserted
- Union encouragement clause to be inserted
- ILO conventions clause to be inserted
- Functions of a Workplace delegate clause to be inserted
- 3 year agreement.
- toilet allowance increase to \$1.36 for under 10 cubicles and \$1.86 for 10 and over
- Uniform allowance increased to \$4.30 per week
- Casual conversion clause
- All agency staff presently employed by Qbuild to be offered a permanent position.
- Employer superannuation contributions to be based on gross wage (including all allowances).
- Shift penalties to apply for all broken shifts (where applicable).
- Member organiser clause.
- Height allowance for cleaners who are required to clean windows more than 2 mtr off the ground.

Agricultural Colleges of Queensland Certified Agreement – LHMU

Without Prejudice Enterprise Bargaining Issues:

- Wage Increases.
- 3 year agreement.
- Job Security clause re commitment not to outsource existing catering, cleaning, laundry or security services in Agricultural Colleges including any new Colleges.
- Family Friendly Leave provisions as per QCU claim.
- Rollover of all other matters in the existing Certified Agreement.
- Agreement of Transfer between Government Departments.
- Locality Allowance for non teaching staff.
- Pay out of sick leave on termination of employment.

State Government Departments Certified Agreement – LHMU

Without Prejudice Enterprise Bargaining Issues

- Wage increases
- 3 year Agreement
- Job security commitment that no existing services will be outsourced and that any new services are not outsourced.
- Agreed arrangements for the conversion of long term temporary and casual employees to permanent.
- Agreed arrangements for the employment of temporary or casual employees.
- Agreed consultative arrangements for TAFE cleaners at the workplace and Department level.
- Compassionate and Emergent Leave provisions for TAFE employees
- Professional Development and Training provisions for TAFE employees
- Transfer Arrangement for TAFE cleaners
- Rollover of all other matters in the existing Certified Agreement
- Uniforms yearly replacement
- Toilet Allowance for all purposes
- Allowance for cleaning up hazardous and infectious waste

- Time in lieu of Overtime calculated at the overtime rate not time for time
- Certificate II & III to be available to all TAFE cleaners
- Joint Consultative Committee training for reps
- Agreement on Transfer between Government Departments
- *Agreement and implementation of In House cleaning where TAFE and other Departments have contracted out this work (to be added to Qbuild)

Q-Build Cleaners

- 3 year agreement.
- Pay rise (to be negotiated by the Queensland Council of Unions)
- Bank debit clause.
- Increase in toilet allowance to \$1.36 per day (for under 10 cubicles) and \$1.86 for 10 cubicles or more.
- All agency staff presently employed by Qbuild to be offered permanent employment.
- Employer superannuation contributions to be based on gross wages (including all allowances).
- Shift penalties to apply for all broken shifts (where applicable).
- Member organiser clause.
- Casual conversion clause.
- No agency staff to be employed.
- Member organiser release clause.
- Change all ALMHU reference to LHMU.
- Height allowance for cleaners who are required to clean windows more than 2 mtr off the ground.

TEACHER AIDES

- Job Security Issues
- Professional Development and Training
- Wages and Conditions of Employment
- Workforce Management Issues
- Occupational Health and Safety
- Delegates and Union Rights

SCHOOL CLEANERS

- Job Security Issues
- Occupational Health & Safety Issues
- Wages and Conditions of Employment Issues
- Workplace Management Issues
- Professional Development & Training Issues
- Unions and Delegates' Rights

Queensland Health – LHMU

Without Prejudice, and to be read in conjunction with LHMU/Queensland Health Log of Claims

- Pay Rise;
- Three (3) year Agreement;
- Reimbursement of all Licensing and Registration costs;
- Regional attraction package;
- Commitment to job security;
- Further restriction on outsourcing;
- Increased access to and increased increments per level;
- Improved career paths through training and skill recognition;
- Workload management;
- Adequate staffing levels;
- Guarantee of 9 day fortnight;
- Expand part-time offers (especially for staff over 55);
- Improved salary sacrifice provisions;
- Improved on-call provisions;
- Work Family provisions;
- Increased Parental Leave;
- Review of uniform supply/allowances;
- Increase to allowances;
- Work practices and classification issues for Dental Staff;
- Home care staff – increase foul linen and mileage allowance;
- Paid meal break for Operational Support Services;
- Continuation of indexation of Radiation Therapists allowance;
- Recruitment and Retention issues for Professional staff – Radiography, Dentist
- Any other issues that arise out of negotiations

LHMU AMBULANCE OFFICERS

- Advanced Care Paramedic
- Aerial Allowance
- Ambulance Attendant
- Annual Leave
- Average Rate
- Communications Officers
- Industrial/ Mine Site Paramedic
- Long Service Leave
- "M" Scale Employees
- Motor Vehicle Allowance
- Occupational Superannuation
- On Call
- Uninterrupted Break
- On Call-Stand Down from Duty
- Ordinary Hours
- Overtime Earnings
- Shift Extension Meal Allowance
- Paramedic Preceptor
- Reasonable Overtime
- Sick Leave
- Carer's Leave
- Travelling and Relieving Expenses
- Union Representation

**PGEU/ETU
LOG OF CLAIMS
WITHOUT PREJUDICE
QBUILD**

1. Roll up of allowances SFP;
2. Wage increase 4.5% - 6% per year;
3. 36 hour week 9 day fortnight;
4. Allowance Plumbing/Electrical Licence;
5. Income Protection top up for Workcover;
6. 6-12 months temp employees to become full time;
7. On call allowance \$35 day;
8. Country allowance \$50 - \$70 day;
9. KLM Rate to increase to \$1.00;
10. Prison Allowance 1 ¼ per hour;
11. Heat Policy;
12. Super increase \$25-\$50;
13. Q-Leave Policy;
14. Reduced housing costs in towns (for country members);
15. Half staff day same as public holiday;
16. Bank fees allowance;
17. 10 hour break on call;
18. Show day as per residence;
19. Job security clause.

Building and Engineering Unions – Government Wide

- Pay Rise;
- 36 Hour week;
- Electrical Licensing Allowance;
- Apprentice to Trades ration;
- Trades classification levels;
- On call Arrangements;
- “Phone Fix” Payment
- CFMEU QBuild log already presented to Govt/Main Roads
- Recruitment and retention for trades staff across the board (Employment Security)
- Contracting of work
- Training and development
- Superannuation
- Distant work arrangements (includes cartage)
- Improved consultative mechanisms and dispute settlement procedures
- Union related allowances
- Improved workplace health and safety

Building and Engineering Unions – Health

- Classification and career issues
- Recruitment/retention/attraction issues
- Hours of Work
- Workloads
- Training
- Use of Contractors
- Improvement of HR/IR practices and subsequent implementation
- Cultural Issues (Consultation, workplace bullying)

QNU LIST OF ISSUES

Attraction and retention/Career Structure including:

- Enhanced roles including Nurse Practitioner
- Competitive wage rates
- NO3 anomaly
- Correct application EN Advanced Practice including competency recognition
- AIN rates aligned with OO2
- Enhanced rural and remote incentives
- Increase/broaden scope of allowances including qualifications allowance
- Enhancing permanent employment
- Enhanced public holiday provisions

Alleviate excessive workloads

Hours of Work/Spread of hours

- On-call/recall
- Shift penalties
- Xmas arrangements
- Meal breaks/rest pauses
- Defined hours of work across all nursing classifications

Enhanced leave entitlements and flexible access to leave to:

- Balance work and life
- Support professional development
- Maintain mandatory competencies
- Provide relief from intense workloads

Superannuation on OTE

Salary sacrificing FBT liability

New (not second hand) uniforms

Preservation of current terms and conditions

Core/Other

- Parity with QH nurses

ASU HEALTH

1. JEMS/Classification structure
2. Standardisation, improvement and consistency of outcome of HR processes and procedures
3. Training & up-skilling
4. Transfers & Selection, career-pathing
5. Workload management
6. Hours of work and additional duties
7. Bullying and cultural issues

ASU C&A Issues for For Parliamentary Service,

1. JEMS/Classification structure
2. Standardisation, improvement and consistency of outcome of HR processes and procedures
3. Training & up-skilling
4. Transfers & Selection, career-pathing including access to whole of government
5. Workload management
6. Hours of work and additional duties
7. Bullying and cultural issues
8. Severance

ASU C&A Issues for Justice and Attorney Generals

1. JEMS/Classification structure
2. Equal Remuneration
3. Standardisation, improvement and consistency of outcome of HR processes and procedures
4. Training & up-skilling
5. Transfers & Selection, career-pathing
6. Workload management
7. Hours of work and additional duties
8. Bullying and cultural issues
9. Permanency
10. Severance

GOPRINT AMWU Claims

- Superannuation
- classifications

UNITED FIREFIGHTERS UNION

- Prior to actual commencement of bargaining negotiations there is a Mercer HR evaluation of Firefighter, Station Officer and Senior Officer ranks.
- Review of the rank structure and wage/salary rates for ranks from Firefighter through to Senior Officer
- Mt Isa removal expense allowance and remote area/rental subsidy to be adjusted in accordance with %wage increases provided for in agreement
- BAO loading on base to be increased to 20% in line with Senior Officers
- Maintenance of crewing levels
- No introduction of casual firefighters
- Award/Agreement for Auxiliary Firefighters
- Issues associated with bringing AFCOM employees under umbrella of main QFRS agreement
- Review of wages/salaries and working conditions of Senior Officers including SOCs
- Implementation of 15% night shift penalty from 1 July 2006 without any disadvantage to any employee or change to current wage arrangements for Firefighters, Station Officers and Communications Centre Officers
- A new agreement be a 3 year agreement excluding maintenance employees