

# Proposed Department of Education Certified Agreement 2019

## Science Technicians (previously Science Operations Officers)

### Overview

Science Operations Officers will transition from the Operational stream to the Technical stream of the *Queensland Public Service Officers and Other Employees Award – State 2015* and will be known as Science Technicians. This will be effective from the date of certification of the proposed Agreement.

### Where will I transition in the Technical stream?

Employees will transition to a classification level on the date of certification of the Agreement based on whether the employee has a Diploma qualification. In most cases, employees will be paid wages in accordance with their new TO classification. However, in some instances an employee will be paid wages greater than their new TO classification to ensure the employee is not disadvantaged by the transition (e.g. OO4 Science Officers without a diploma, “red circle” employees). The transition tables are in *Appendix 10* of the Agreement and are set out **below**. Science Technicians will continue to increment on an annual basis based on their existing annual increment dates.

**Table A: Science Operations Officers without a Diploma Qualification**

Current OO classification	OO wages on certification	New TO classification	TO wages on certification
OO2(1)	\$49,178	TO1(4)	\$51,213
OO2(2)	\$50,482	TO1(4)	\$51,213
OO2(3)	\$51,839	TO1(5)	\$53,352
OO2(4)	\$53,143	TO1(5)	\$53,352
OO3(1)	\$53,952	TO1(6)	\$55,465
OO3(2)	\$54,996	TO1(6)	\$55,465
OO3(3)	\$56,144	TO1(7)	\$57,839
OO3(4)	\$57,318	TO1(7)	\$57,839
OO3(4) QA	\$58,400	TO1(7)* paid TO2(1)	\$58,805

QA means Qualifications Allowance

**Table B: OO4 Science Operations Officers without a Diploma Qualification or Red Circle Arrangement Employees**

Current OO classification	OO wages on certification	New TO classification	TO wages on certification (no disadvantage)
Red circle (classification level OO3(4) with pay equivalent to OO4(1))	\$59,613	TO1(7)*	TO2 (2) - \$60,866
OO4(1)	\$59,613	TO1(7)*	TO2 (2) - \$60,866
OO4(2)	\$61,492	TO1(7)*	TO2 (3) - \$62,927
OO4(3)	\$63,396	TO1(7)*	TO2 (4) - \$65,092
OO4(4)	\$65,223	TO1(7)*	TO2 (5) - \$67,205



\* These employees are to be paid at a higher rate to ensure no disadvantage and will not be eligible to progress to T02 until they have achieved the required diploma qualification (or equivalent).

**Table C: Science Operations Officers with a Diploma Qualification**

Current OO classification	OO wages on certification	<u>New TO classification</u>	TO wages on certification
OO2(1)	\$49,178	TO2(1)	\$58,805
OO2(2)	\$50,482	TO2(1)	\$58,805
OO2(3)	\$51,839	TO2(1)	\$58,805
OO2(4)	\$53,143	TO2(1)	\$58,805
OO3(1)	\$53,952	TO2(1)	\$58,805
OO3(2)	\$54,996	TO2(1)	\$58,805
OO3(3)	\$56,144	TO2(1)	\$58,805
OO3(4)	\$57,318	TO2(1)	\$58,805
OO3(4) QA	\$58,400	TO2(1)	\$58,805
OO4(1)	\$59,613	TO2(2)	\$60,866
OO4(2)	\$61,492	TO2(3)	\$62,927
OO4(3)	\$63,396	TO2(4)	\$65,092
OO4(4)	\$65,223	TO2(5)	\$67,205
OO4(4) QA	\$66,339	TO2(5)	\$67,205

QA means Qualifications Allowance

### How do I progress to the next classification level?

Employees will be able to progress TO1 to the TO2 classification level once they have achieved the required diploma qualification (or equivalent). On completion of a diploma, these employees will be entitled to increment within the TO2 level once they have completed the period of service required to achieve their current salary level.

### What if I do not have a diploma qualification?

Employees without a diploma will transition as set out in Table A above. Further to this, the Department will provide access to diploma level training to support employees with their professional development and progression to the TO2 classification level.

### What about new Science Technicians?

A new employee will be required to hold a diploma qualification (or be studying towards a diploma qualification) and will be appointed to the appropriate classification level based on their qualification.

### Will there be changes to the role descriptions?

The Department will develop new role descriptions for Science Technicians to reflect the contemporary role of a Science Technician in supporting the delivery of STEM curriculum in schools. Employees will only carry out duties consistent with the updated role descriptions that are within the particular employee's skill, competence and training, in support of the delivery of STEM curriculum in schools as directed by the Department.

### Further information

For further information, please visit the enterprise bargaining webpage on One-Portal or email [eb.humanres@ged.qld.gov.au](mailto:eb.humanres@ged.qld.gov.au).

