

QUEENSLAND CORRECTIVE SERVICES - CORRECTIONAL EMPLOYEES' CERTIFIED AGREEMENT 2019

LOG OF CLAIMS

Wages:

1. An annual wage increase of \$50 per week, or at least 4% p.a., whichever is greater. Wages must match Award rates and increases throughout the life of the agreement.

Superannuation:

2. Shift allowances to be included as superannuable income

Classification and Career Structure

3. Further changes to the rank and classification structure to ensure it is meaningful, based on work value and includes improved progression arrangements linked to appropriate qualifications and/or experience/length of service.
4. Introduction of a formal mentoring program as part of a first year correctional officer graduate program. Mentors to be remunerated in recognition of this additional responsibility
5. All staff to progress to 1.9 before requiring Cert IV
6. Remuneration to those who volunteer for training of staff and for assessing Cert III's and Cert IV's
7. A separate stream for Trade Instructors
8. Introduction of a mandatory requirement of a diploma for those seeking appointment as a manager in prisoner management areas.
9. Recognition of Service to be proactively monitored and managed by QCS.
10. Introduction of formal transition to retirement pathways to retain experienced staff for longer.

Allowances

11. Review of the Aggregated Shift Allowance (ASA) to ensure it compensates for penalty shifts and incorporates Easter Sunday.
12. Differential reduction of ASA when taking sick leave (i.e. no loss of ASA on a shift that would not ordinarily attract penalty rates)
13. Transparency in roster design with respect to aggregated shift loading appropriate to the proposed roster pattern.
14. The implementation of a Christmas Day loading for staff required to work Christmas Day.
15. Introduction of Over state/surge allowance
16. Extension of the missed meal break allowances for those inside centres who are unable to access a meal and/or a break.
17. Increase in Meal Allowance rates up to the ATO rates
18. Improve salary sacrificing options within ATO guidelines.

19. Introduction of a wet/soiled uniform allowance

Leave:

- 20. Sick Leave to be based on 10 days off per annum, not 76 hours.
- 21. Review of the restrictions on taking annual leave i.e. flexibility around the start and finish times of week blocks
- 22. Increase of annual leave to 6 weeks per annum
- 23. No annual leave is to be forced onto staff, rather leave should be taken at a mutually agreeable time
- 24. Ensure leave at half pay is accessible to all staff

Rostering:

- 25. Review of rostering guidelines to clearly separate “Fatigue” provisions from “Design” provisions
- 26. Improved fatigue management provisions respecting the individual’s knowledge of their own capacity
- 27. RVs and reserve shifts are not to be used to increase the overall proportion of night and weekend shifts

Other Issues

- 28. Provision of carparking where other transport options are not available or safe.
- 29. Uniform review to ensure appropriateness to climate and use of vests.
- 30. Restoration of 7 day a week Industry programs at all Correctional Centres.
- 31. Expand Escort and Security Branch operations to improve service delivery.
- 32. Review of Court Rostering Practices and Operations
- 33. Other matters that arise during bargaining