

State Government Entities Certified Agreement

Formal offer – 24 September 2018

Government's central offer

- A three year agreement.
- A per annum base wage increase in accordance with the Public Sector Wages Policy 2015 (Government Wages Policy) of 2.5 per cent. The increase is to be applied to current agreement rates as reflected in the State Government Entities Certified Agreement 2015.
- Roll-over of existing terms and conditions, noting in particular the retention of clauses 2.10 (6) and (7) as reflected in the State Government Entities Certified Agreement 2015 and the specific appendices outlined in the offers below.
- Administrative tidy ups including:
 - Party name changes e.g. union party name changes, Machinery of Government updates and removal of entities negotiating separately;
 - Legislative updates e.g. legislation name changes;
 - Bailiffs – clarification to confirm that enforcement duties undertaken by bailiffs under the *Uniform Civil Procedures (Fees) Regulation 2009* are not duties covered in their roles under the State Government Entities Certified Agreement and the Queensland Public Service Officers and Other Employees Award – State 2015;
 - Deletion of clauses no longer operational e.g. 'Section 831 payment' clause.

Government's offers in response to union specific claims

- In relation to the unions' claims about the following subject areas, Government offers:
 - Commitments
 - In-principle commitment to the continuation of agreed undertakings in the State Government Entities Certified Agreement 2015 with updates to reflect administrative changes.

- Improving gender equity
 - In-principle commitment to the inclusion of a clause acknowledging the benefits of flexibility in the workplace and Government's commitment to support flexibility in accordance with its legislative obligations and its commitment to supporting gender equity.
- Employment security
 - Retention of Appendix 24 to the State Government Entities Certified Agreement 2015.
- Employment security-contracting out
 - Retention of Appendix 25 to the State Government Entities Certified Agreement 2015.
- Career paths, classifications – general
 - In-principle commitment to greater scrutiny of career path progression and willingness to consider further data reporting depending on availability of data and potential burden of reporting for agencies.
- Restoring merit based career paths
 - In-principle commitment by the Public Service Commission (PSC) to explore how the current Working for Queensland survey is addressing recruitment and selection matters and whether additional questions are required.
 - In-principle commitment by PSC to promote the appropriate use of Expressions of Interest (EOIs) to promote internal transfers between regional locations.
 - In-principle commitment from the PSC to further promote their range of online resources available to public sector agencies to:
 - prevent discrimination during recruitment and selection processes;
 - raise awareness of the impact of unconscious bias during such processes; and
 - liaise with diversity focused organisations and networks.
- Maintenance and improvement of allowances
 - In-principle commitment to a clause acknowledging the importance of the role of fire wardens and workplace health and safety officers and the value of working time spent undertaking these duties.

- Professional development and training
 - In-principle commitment to a clause acknowledging the role of relevant professional development and training, together with its greater accessibility for all employees through technology.
- Union and delegate rights
 - In-principle commitment to include the Union Encouragement Policy as an appendix to the agreement.
 - In-principle commitment to expanding the fields of data for union encouragement reporting obligations within the agreement to include: Department, Award, Employee Name, Title, Classification, Job Type, Location, Floor (where available) and Email.
 - In-principle commitment to a clause encouraging agencies and unions to agree to local arrangements about union and delegate rights.
- Consultation
 - In-principle commitment to a clause encouraging agencies to agree to local arrangements about workplace consultation and appropriate attendees at consultative committees.
 - In-principle commitment that a consultation process should include the provision of data, where relevant, consisting of: employee name, job title, work location, anticipated effect, rationale for change and potential timeframes.
- Cultural respect
 - In-principle commitment that agencies report to their Agency Consultative Committee about cultural awareness activities.
- Reasonable workloads
 - In-principle commitment from the PSC to update the Workload Management Tool for outcomes of this agreement.
 - In-principle commitment to report on employment separations on a quarterly basis.
- Work-life balance
 - In-principle commitment to acknowledgement of work life balance measures including transitions to retirement, career breaks, flexible working arrangements/work from home arrangements and smart work centres.

- In-principle commitment to a clause acknowledging the importance of assisting employees to balance work and life.
- In-principle commitment to further raise awareness of rights to request flexible work arrangements as provided under the *Industrial Relations Act 2016*.
- In-principle commitment from PSC to promote programs and initiatives that already exist to support employees including the *Flexible by Design* and *Be healthy, be safe, be well* sector-wide frameworks.
- Hours of work
 - In-principle commitment to a clause acknowledging the ability for agencies to agree to hours of work arrangements at the local level in accordance with award provisions.
- Regional, rural and remote
 - Retention of Appendix 24 to the State Government Entities Certified Agreement 2015 which includes reference to Cabinet approval for major organisational change affecting regional and rural centres.
 - In-principle commitment to an acknowledgement of Government's commitment to regional, rural and remote jobs.
 - In-principle commitment to the inclusion of an acknowledgement about the importance of relevant professional development and training for employees in regional, rural and remote areas, together with its greater accessibility for those employees through technology.
 - In-principle commitment to a clause encouraging agencies to come to local arrangements about appropriate travel policies for regional, rural and remote based employees.
- Support for workers with mental illness
 - In-principle commitment to a clause acknowledging Government's commitment to employees' mental health.
- Fair treatment at work
 - In-principle commitment by PSC to continue to work with unions to improve performance management.
- Bullying and harassment
 - Retention of Part 18 of the State Government Entities Certified Agreement 2015.

- In-principle commitment to further raise awareness of the protections as provided under the *Industrial Relations Act 2016*.
- No diminution or disadvantage
 - In-principle commitment that there will be no diminution of existing State Government Entities Certified Agreement 2015 conditions for employees under the replacement agreement.
- Award issues
 - Acknowledgement that agencies are to provide access to and consult about hours of work arrangements consistent with award obligations.

Government's agency specific offer

- Three agency specific offers:

Office of Liquor and Gaming

- Office of Liquor and Gaming (OLGR), to update and renew conditions and entitlements to reflect OLGR employee entitlements in a single schedule to the 2018 Core Agreement including:

General

- providing for employees to be engaged as shift workers or day workers (working regular or irregular non-standard days), with compensation provided for based on the appointment type, irrespective of location of duties or legislation administered;
- providing for transitional arrangements for workers employed under the nominally expired Queensland Office of Gaming Regulation Casino-Based Inspectors' Determination 2002 (Determination) (which is to be replaced by the Appendix);
- providing for a mobile and flexible workforce that has the ability to perform functions across all the sectors regulated by the OLGR;

Transitional Arrangements

- providing for preservation of existing block pay percentage payments for persons employed under the nominally expired Determination:
- term of agreement preservation for staff permanently appointed to shift work positions;

- for other staff, preservation equivalent to one week for every week working on block pay arrangements in the previous 2 years, up to a maximum of 1 year.
- providing for preservation of 12 hour shifts for persons employed under the nominally expired Determination:
- two year preservation for staff permanently appointed to shift work positions in southern casinos;
- for other staff appointed in Southern casinos, preservation for the period during which block pay arrangements are preserved.
- limitations around integration of functions for legacy workers, including around night time liquor inspection activities for staff originally appointed as casino workers and casino specialist functions for staff originally appointed as liquor investigators;
- providing for continuation of current leave loading arrangements for staff while subject to block pay preservation;
- providing for preservation of pay for existing regional managers appointed as shift workers, for the term of the agreement. Preservation rate to be determined based on what was received in 17/18 financial year.

Shift Workers

- providing for introduction of consolidated shift allowance (CSA) for shift workers not subject to block pay preservation;
- CSA to be calculated based on a six work cycle projected roster to provide for workers to receive consistent payments over the period;
- workers to be compensated where changes to 28 day work cycle rosters over the six work cycle period result in them being entitled to a greater level of remuneration for that period;
- providing for the temporary reintroduction of continuous shift working arrangements at newly opened casinos for a period no longer than 18 months; This represents an averaged payment in lieu of shift and weekend penalty allowances;

Day Workers

- providing for day workers within the Compliance Division of OLGR who are appointed as investigators and/or inspectors, or who are training to be an investigator or inspector, to perform regular or irregular non-standard days;
- providing that compliance officers, senior compliance officers, principal compliance officers and regional managers can be required to work up to four non-standard days every four week work cycle and other staff up to one non-standard day every work cycle. More non-standard days may be worked by any officer with agreement;
- providing that day workers working non-standard days are entitled to have four days off each fortnight and that, except by agreement, the days off will be taken in two lots of consecutive days. For the purpose of this provision a day will mean a period of 24 hours;
- providing for a maximum proportion of non-standard days (NSD) per work cycle that may be rostered on weekends, except by agreement:
 - max one weekend day (WD) where one or two NSD worked;
 - max two WD where three or four NSD worked.

Department of Agriculture and Fisheries

- Queensland Boating and Fisheries Patrol Employees
 - The creation of an aggregated weekend penalty allowance for all Boating and Fisheries Patrol technical officers as follows:
 - Creation of an allowance of 9.7% of base salary based on the requirement that officers work 192 penalty hours over the course of a year payable:
 - fortnightly;
 - on base salary only; and
 - during all leave taken up to a period of 12 weeks duration,
 - Where officers work more than the required penalty hours they will be paid penalty rates in accordance with the Award;
 - Removal, from 30 June 2019, of the requirement that the first four Sundays worked by officers to be compensated by TOIL;

- Effective date of the aggregated weekend penalty allowance of 1 July 2019;
- Excluding TO6 officers from the aggregated allowance arrangements.
- Fire Ants Employees
 - Development of a dedicated appendix reflecting the provisions of the DPI&F Fire Ant Control Centre Certified Agreement 2006 to ensure administrative ease in identifying relevant conditions and entitlements;
 - Improvement of a number of internal practices to assist in the promotion of development and training opportunities.

Department of Housing and Public Works

- Department of Housing and Public Works, to incorporate QFleet employees into the 2018 State Government Entities Certified Agreement as follows:
 - Adoption of existing State Government Entities Certified Agreement terms and conditions including 36.25 hour per week and the ordinary spread of hours;
 - Maintaining QFleet pay rates until they are exceeded by State Government Entities Certified Agreement rates.

Government's offers in response to agency specific claims

- Agency specific responses to Together Queensland's agency specific logs are to be communicated directly to Together Queensland by individual agencies, in accordance with the union's request.
- Save for Government's agency specific offer for Fire Ant employees, agency specific responses to the Australian Workers' Union agency specific logs are to be communicated directly to the Australian Workers' Union by individual agencies.