



Office of the
Director-General

Department of
Youth Justice

Our reference: YJ 03706-2020

25 JUN 2020

Mr Alex Scott
Secretary
Together Queensland, Industrial Union of Employees
Alex.Scott@together.org.au

Dear Mr Scott

I refer to the in-principle agreement between the Department of Youth Justice, Together Queensland Industrial Union of Employees, Australian Workers' Union Queensland and United Voice Union Queensland, which was reached on 23 December 2019.

As you are aware the Community Services Industry (Portable Long Service Leave) Bill 2019 was passed by Parliament on 17 June 2020 and was assented to on 22 June 2020.

That legislation impacts the in-principle agreement reached and government has advised that previously approved in-principle agreements must reflect the legislative wage arrangements. Below is an outline of how the in-principle agreement for the proposed Youth Detention Centre Certified Agreement 2019 is impacted.

In response to the financial impact of the COVID-19 health pandemic and in certainty of ongoing employment security for public sector employees, the wage increases contained in the in-principle agreement need to be adjusted to incorporate a nil wage increase for the 2020-21 financial year (while honouring all other aspects of the in-principle agreement), and a deferred wage increase to follow six months after the scheduled 2021-22 wage increase in accordance with the temporary Chapter 15A of the Industrial Relations Act 2016.

It is acknowledged that there remains a number of unique issues relating to the interaction between award and current agreement rates that will affect those covered by the replacement agreement and as such the wage determination mechanism agreed to is unaffected by the legislation.

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Subject to any alternative determination made in accordance with the wage determination mechanism, the Department of Youth Justice commits to a per annum base wage increase consisting of:

- A 2.5% wage increase from 1 September 2019 – the parties acknowledge that in accordance with the Industrial Relations Act 2016 (Chapter 15A) this increase will be paid prior to certification and will be absorbed into the future wage increases set out below
- A nil wage increase from 1 September 2020
- A 2.5% wage increase from 1 September 2021
- A 2.5% wage increase from 1 March 2022
- A 2.5% wage increase from 1 September 2022

Note that those allowances that are normally increased directly in conjunction with the headline wage increase will also be impacted in the same way as the wage increases above.

The in-principally agreed nominal expiry date of 31 August 2023 will be retained.

On this basis, the department has amended the draft agreement as attached.

The department seeks confirmation of your consent to proceed with the certification application for this amended agreement by 2 July 2020. The department will commence preparing the certification materials consistent with the streamlined agreement certification process introduced in the legislation to ensure all outstanding agreements can be settled and certified without delay. For the purposes of that application and to assist in the expedited consideration of the certification application, the department further requests that you confirm Together Queensland Union's understanding that the agreement satisfies the no-disadvantage test. This confirmation will be noted in the application for certification materials.

If you require any further information or assistance in relation to this matter, please contact Mr Scott Wadeson, Acting Chief Human Resources Officer, People and Culture on 0428 111 728.

Yours sincerely



Phillip Brooks
Acting Director-General

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