

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999, s.156*

Director-General of the Department of Housing and Public Works (QBuild)

AND

The employees of the QBuild Office

(No. CA/2012/ )

**QBUILD OFFICE STAFF CERTIFIED AGREEMENT 9 (2012)**

APPLICATION FOR CERTIFICATION OF AGREEMENT

THE AGREEMENT, having been made under the *Industrial Relations Act 1999*, on the \_\_\_\_\_ day of \_\_\_\_\_ 2012, BETWEEN the Director-General of the Department of Housing and Public Works and and the employees to whom this agreement applies, witness that the parties mutually agree as follows:

**PART 1: APPLICATION AND OPERATION**

**1.1 Title**

This Agreement will be known as the *QBuild Office Staff Certified Agreement 9 (2012)*.

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**1.3 *Application and Parties Bound***

- (1) This Agreement will apply to persons employed at QBuild for whom classifications and wage rates are prescribed herein.
- (2) The Chief Executive, Senior Executives and Senior Officers under the *Public Service Act 2008*; appointments made on a fixed term declared under s. 121 of the *Public Service Act 2008*; employees engaged under contractual arrangements (this does not refer to employees under ss. 147 and 148 of the *Public Service Act 2008* engaged for a fixed term); and “banded” officers; are not covered by this Agreement.

The parties bound by this Agreement are the Director-General of Department of Housing and Public Works and the employees described at 1.3(1) above.

**1.4 *Date and Period of Operation***

This Agreement shall operate from the date of certification until the nominal expiry date of 30 September 2013. The parties have agreed that its terms will be given operative effect on and from 1 October 2012.

### **1.5 Posting of Agreement**

A copy of this Agreement must be displayed in a conspicuous place at the workplace, where it can be easily read by employees in the workplace. Electronic access to this Agreement where available is sufficient to meet the requirements of this clause.

### **1.6 Relationship with Awards and Industrial Instruments**

This Agreement is to be read in conjunction with the *Queensland Public Service Award – State 2012*. In the event of any inconsistency the terms of this Agreement shall take precedence.

### **1.7 Replacement Agreement**

This Agreement replaces the *QBuild Office Staff Certified Agreement 8 (2009)* when this Agreement is certified.

### **1.8 Objectives of the Agreement**

QBuild is the leading provider of construction and strategic building maintenance services for the Queensland Government.

The parties are committed to an effective QBuild, delivering quality services for the Queensland Government to support the Government's priorities and obligations to the community.

QBuild will strive for improvements in service delivery, improved efficiency and effectiveness of its operations and activities.

### **1.9 Equity Considerations**

The effect of this Agreement is not to allow any conduct or treatment, either direct or indirect, that would contravene the *Anti-Discrimination Act 1991*.

### **1.10 Definitions and Abbreviations**

“**AQF**” – means the Australian Qualifications Framework. The AQF is a system of twelve national qualifications in schools, vocational education and training (TAFEs and private providers) and the higher education sector (mainly universities). The AQF is set out in Appendix 6.

“**Department**” – means the Department of Housing and Public Works.

## **PART 2: REMUNERATION OUTCOMES**

### **2.1 New wage Rates**

Wage increases shall apply to employees covered by this Agreement as follows:

1 October 2012	2.35%
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The salary schedules are set out in Appendix 2, 3, 4 and 5.

### **2.2 No Loss of Show Day**

- (1) Where an employee is required to perform work duties (including training) at an alternative location to their usual place of work on a day where the show day holiday applies, such employee will be given a day off in lieu, to be taken by mutual agreement with the employee's supervisor.
- (2) Provided that an employee subject to this Agreement, and whether engaged in different agencies or locations over a calendar year or not, is only entitled to leave on full pay for a show holiday once each calendar year.

### 2.3 *No Further Claims*

- (1) This Agreement is in full and final settlement of all parties' claims for the period of its nominal term. It is a term of this Agreement that no party will pursue any extra claims relating to wages or conditions of employment, whether dealt with in this Agreement or not, which claims are intended to take effect during the nominal term of this Agreement.
- (2) It is agreed that the following changes will flow 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;
  - (b) Reclassifications.
- (3) It is a term of this Agreement that no person covered by this Agreement will receive a rate of pay, which is less than the corresponding rate of pay in the relevant parent award.
- (4) Where applicable, the rates of monetary entitlements, leave entitlements and other benefits existing as at the date of certification of this Agreement relating to the following will not be reduced for the life of this Agreement:
  - Recognition of Previous Service and Employment
  - Early Retirement, Redundancy and Retrenchment
  - Higher Duties
  - Overtime Meal Allowances
  - Motor Vehicle Allowances
  - Locality Allowances
  - Field Staff Conditions
  - Hours and Overtime Conditions
  - Recreation Leave
  - Sick Leave
  - Bereavement Leave
  - Long Service Leave
  - Paid Parental Leave
  - Transfer and Appointment Expenses
  - Domestic Travel and Relieving Expenses
  - International Travel and Relieving Expenses
  - Excess Travel Time
  - Special Leave
  - The Retrenchment of Temporary Employees Engaged on a Full Time or Part Time Basis
  - Critical Incident Entitlements and Conditions
  - Court Attendance and Jury Service
  - Transfer within and between classification levels and systems
  - Relocation Expenses for Officers Retiring from the Service
  - Leave and Travel Concessions - Isolated Centres
  - Progression Arrangements for Department of Child Safety Frontline Employees
  - Leave without Salary Credited as Service
  - Superannuation Entitlements for Certain Employees
  - Rewards for Creating Commercially Valuable Intellectual Property
  - Study and Examination Leave

### **PART 3: TRAINING**

- (1) The parties to this Agreement recognise an ongoing commitment to training and development. It is acknowledged that employees should be encouraged to develop required skills and knowledge to support service delivery objectives.

- (2) To achieve the desired levels of knowledge and skills there should be an emphasis upon building capability around key occupations through career development, job design, performance development, and workforce planning. The objective of this approach is to improve workforce capability and agencies' service delivery while enhancing job satisfaction and employees' professional growth.
- (3) Training and assessment of competencies will be provided in accordance with the Public Services Training Package or other accredited programs relevant to the employer's needs to enable employees to meet the requirements of clauses 4.1 and 4.2 of this Agreement.

## **PART 4: RECOGNITION OF ACCREDITED QUALIFICATIONS**

### **4.1 Commitment**

- (1) The parties are committed to the principle that financial recompense shall be provided for public sector employees in the specified classifications who meet the following requirements:
  - (a) an accredited qualification at the AQF level specified or higher achieved through training and assessment of competencies (including recognition of current competencies); and
  - (b) reached the maximum pay point of the specified Classification Level in the Administration Stream or the Operational Stream; and
  - (c) spent one calendar year on the maximum pay point (or, in the case of permanent part time or casual employees, have spent one calendar year and worked 1200 hours at the maximum pay point).

### **4.2 Appropriate Remuneration**

The following remuneration shall be paid for employees that meet the requirements in clause 4.1.

Certificate IV (AQF IV)	AO2	\$41.50 per fortnight
Diploma (AQF V)	AO3	\$42.80 per fortnight
Advanced Diploma (AQF VI)	AO4	\$44.60 per fortnight
Certificate III (AQF III)	OO2	\$20.00 per fortnight
Certificate IV (AQF IV)	OO3	\$41.50 per fortnight
Diploma (AQF V)	OO4/OO5	\$42.80 per fortnight
Advanced Diploma (AQF VI)	OO6	\$44.60 per fortnight

## **PART 5: PARENTAL LEAVE**

Notwithstanding the federal paid parental leave scheme the current paid parental leave provisions provided by the employer as at the date of certification of this Agreement will not be reduced for the life of this Agreement.

## **PART 6: TEMPORARY AND CASUAL EMPLOYMENT**

- (1) The employer recognises it should only engage temporary employees to meet temporary circumstances as enunciated at section 148 of the *Public Service Act 2008*.

The employer recognises it should not engage employees as temporary employees for the purposes of avoiding the application of probation processes under the *Industrial Relations Act 1999*.

- (2) The employer recognises it should ensure that line management are conversant with the Temporary Employment Directive and in particular with their obligation to consider conversion of any temporary employees to tenured status in accordance with the relevant directive.

Line managers should also be conversant with their responsibilities to undertake performance planning and review processes with temporary employees, particularly in the first 6 months of employment. Such processes ensure temporary employee's performance has been assessed as suitable for possible future conversion to tenured status.

- (3) Casual employment is to be used only in genuine casual circumstances including but not limited to:

- (a) unexpected labour shortages; and/or
  - (b) operational requirements; and/or
  - (c) sick leave or other short term leave; and/or
  - (d) short-term workload requirements.
- (4) Where the employer is giving consideration to the use of labour hire or external consultants, the employer may consider:
- (a) the economic and efficient use of resources; and
  - (b) alternative employment arrangements e.g. permanent, casual, secondment or temporary employment.

## **PART 7: SALARY PACKAGING**

- (1) Salary packaging is available for employees (excluding short-term casual employees) covered by this Agreement in accordance with Queensland Government policy found in the Circular issued from time to time by the Public Service Commission.
- (2) The following principles apply for employees that avail themselves of salary packaging:
  - (a) as part of the salary package arrangements, the costs for administering the package, including fringe benefits tax, are met by the participating employee;
  - (b) there will be no additional increase in superannuation costs or to fringe benefits payments made by the employer;
  - (c) increases or variations in taxation are to be passed to employees as part of their salary package;
  - (d) where mandated by relevant government policies, employees must obtain independent financial advice prior to taking up a salary package. Where no mandatory requirement exists, it is strongly recommended to all employees to seek independent financial advice when entering into a salary packaging arrangement for the first time, or adding new item/items to an already agreed packaging arrangement;
  - (e) the employer will pass on to the employee any Input Tax Credits (ITCs) it receives as part of salary packaging;
  - (f) there will be no significant additional administrative workload or other ongoing costs to the employer;
  - (g) any additional administrative and fringe benefit tax costs are to be met by the employee;
  - (h) any increases or variations to taxation, excluding payroll tax that result in additional costs are to be passed on to the employee as part of the salary package.
- (3) The employee's salary for superannuation purposes and severance and termination payments will be the gross salary, which the employee would receive if not taking part in flexible remuneration packaging.
- (4) Subject to federal legislation, employees may elect to adjust their current salary sacrifice arrangements to sacrifice up to 100% of salary to superannuation.

## **PART 8: CONSULTATIVE COMMITTEES**

- (1) QBuild may have an employer-union consultative committee (CC) with agreed terms of reference/operating principles. The CC will be used to facilitate consultation on issues, including those issues arising from the implementation of this Agreement.
- (2) The CC may agree to establish standing committees, sub-committees, or other additional consultative structures (such as Local Consultative Committees) with agreed terms of reference/operating principles.

## **PART 9: COLLECTIVE INDUSTRIAL RELATIONS**

- (1) The employer acknowledges that structured, collective industrial relations will continue as a fundamental principle of the management of agencies and public sector units.
- (2) The employer supports constructive relations and recognises the need to work collaboratively with relevant unions and employees in a productive manner.

## **PART 10: PREVENTION AND SETTLEMENT OF DISPUTES**

- (1) The objectives of this procedure are the avoidance and resolution of any disputes over matters covered by this Agreement, by measures based on the provision of information and explanation, consultation, co-operation and negotiation.
- (2) Subject to legislation, while the dispute procedure is being followed, normal work is to continue except where the employee has a reasonable concern about an imminent risk to the employee's health or safety. The status quo existing before the emergence of a dispute is to continue whilst the procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.
- (3) There is a requirement for management to provide relevant information and explanation and consult with the appropriate employee representatives.
- (4) In the event of any disagreement between the parties as to the interpretation or implementation of this Agreement, the following procedures shall apply:
  - (a) the matter is to be discussed by the employee's union representative and/or the employee(s) concerned (where appropriate) and the immediate supervisor in the first instance. The discussion should take place within 24 hours and the procedure should not extend beyond 7 days;
  - (b) if the matter is not resolved as per (a) above, it shall be referred by the union representative and/or the employee(s) to the appropriate management representative who shall arrange a conference of the parties to discuss the matter. This process should not extend beyond 7 days;
  - (c) if the matter remains unresolved it may be referred by the employee and/or his/her union representative to the General Manager, QBuild for discussion and appropriate action. This process should not exceed 14 days;
  - (d) if the matter is not resolved then it may be referred by either party to the Queensland Industrial Relations Commission for conciliation, or if necessary, arbitration.
- (5) Nothing contained in this procedure shall prevent unions or the Queensland Government from intervening in respect of matters in dispute, should such action be considered conducive to achieving resolution.
- (6) The parties acknowledge that, for matters not covered by this Agreement, there are other dispute resolution procedures available.

## **PART 11: REASONABLE WORKLOADS**

- (1) The Queensland Government is committed to working with its employees and the public sector unions to address workload management issues.
- (2) The employer should consider the impacts on workloads when organisational change occurs.
- (3) The employer recognises its obligations under the *Work Health and Safety Act 2011* when managing workload issues.

## **PART 12: CAREER PATHS AND CLASSIFICATION**

- (1) The parties are committed to providing reasonable career opportunities to public sector workers. The parties are committed to provide consistent and transparent classifications across the public sector.
- (2) Where necessary a Public Service Commission representative may assist in the resolution of disagreement over job evaluation outcomes in an agency.

## **PART 13: WORKPLACE BULLYING**

All employees have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, victimisation and discrimination.

## **PART 14: WORKLIFE BALANCE**

- (1) The employer is committed to establishing workplace practices that improve the balance between work and family for its employees.
- (2) The parties agree that requests by employees to access work-life balance initiatives will be considered provided that it is operationally convenient.

## **PART 15: COMPLAINT MANAGEMENT, DISCIPLINE AND WORKPLACE INVESTIGATIONS**

The parties commit to examine the current processes relating to complaint management, discipline and workplace investigations with a view to creating system efficiencies within the public sector.

## **PART 16: HOURS OF WORK**

### **16.1 *Spread of Hours***

The ordinary spread of hours will be 6:00am to 7:00pm Monday to Friday inclusive.

### **16.2 *Overtime***

Any work performed outside the ordinary spread of hours (6:00 am to 7:00 p.m. Monday to Friday) or in excess of 10 hours exclusive of meal breaks, on any one day shall be classed as overtime.

Employees must ensure prior to undertaking overtime that it is approved by their Manager or Supervisor.

## **PART 17: FURNITURE SHIFTS**

### **17.1 *Staff Selection***

The opportunity to be engaged on such work is to be extended equally to all employees engaged in the immediate locality (eg. South East Queensland), on a rostered cycle, and who indicate a willingness to make themselves readily available for work outside normal hours. When selecting staff to undertake furniture shifts management should consider the employee's physical capabilities and record of poor performance.

### **17.2 *Hours of Duty***

- (1) The hours of duty are to suit clients' instructions and as agreed by the team members.
- (2) Employees are entitled to a twenty (20) minute paid break to be taken in the third hour of duty, plus a thirty (30) minute unpaid meal break to be taken between the fourth and sixth hour of duty. These hours may be varied by mutual agreement by the team members.
- (3) Injured or ill employees (leaving the job after commencement of work) are to be paid the Furniture Rate for that day only, then revert to ordinary rates.

### **17.3 *Team Leaders***

Team Leaders, elected by the Team Members, are to be paid an allowance equivalent to two (2) hours extra per day in recognition of their level of responsibility. The number of Team Leaders would normally be one (1) for internal shifts and one (1) per building for external shifts.

### **17.4 *Penalty Rates and Overtime***

- (1) Payment for such work shall attract a common hourly rate for all employees at the current double time rate for a Builders Labourer. QBuild employees will only be utilised when QBuild is not required to tender for Furniture Shift work.
- (2) A minimum payment of three (3) hours for work on Saturday, and four (4) hours for work on Sunday and Public Holidays at Furniture Rates shall apply.



**17.5 Rostered Day Off (RDO) and Public Holidays**

- (1) Payment for work on a Public Holiday is at the normal hourly rate in addition to payment of Furniture Package rates for the actual hours worked. There is to be no alternate day off.
- (2) RDO's are to be deferred in situations of operational necessity and normal rates apply for work on that day.

PROPOSED AGREEMENT

## **Appendix 1: Generic Level Statements**

### PART 1: OPERATIONAL OFFICERS LEVEL 8

#### ***1.1 Work Level Description OO8***

- (1) Work at the OO8 level will be at a high level operational supervisory level including responsibility for large and complex work groups or programs.
- (2) It may involve providing advice including policy, administrative or specialist; undertaking work related to the management or administration of a program or activity; service delivery or corporate support functions, including project work and work policy development; preparation or co-ordination of submissions on policy, technical, professional or program issues or administrative matters.
- (3) Liaison with other elements of the organisation, other Government agencies is usually a feature.
- (4) Work also includes the preparation or overseeing the preparation of correspondence and replies to correspondence and preparation of briefing material; and representing the office at meetings, conferences or seminars. Management of occupational groups may be required at this level.

#### ***1.2 Characteristics of the work***

- (1) Work is undertaken at this level with limited direction as to work priorities and the detailed conduct of the task. The tasks undertaken may be of a complex or specific nature encompassing a major area of operations.
- (2) Direction exercised over work performed at this level may, depending on the function role required, be by way of providing general guidance and advice.
- (3) Work at this level may involve control and / or co-ordination of projects or programs in accordance with corporate goals and, requires the development, implementation and evaluation of activities.
- (4) Work at this level may involve independence of action including the use and allocation of resources within the constraints laid down by senior management.
- (5) Decisions taken or delegations exercised at this level may have major impact on the day-to-day operations of the work area. The impact of such decisions on operations is likely to be limited to a specific work area or function. Delegations exercised may, depending on the nature of the work required, involve making determinations, instigating another course of action or reviewing previous decisions.
- (6) Guidelines, rules, instructions or procedures for use by other staff and interested parties may be developed at this level.

#### ***1.3 Duties and skills***

- (1) Management skills and ability to undertake the allocation and monitoring of resources, the review of operations to determine their effectiveness and contribute to the development of policy initiatives or corporate strategies are usually required at this level.
- (2) Well developed liaison and communication skills and the ability to negotiate or communicate, under limited direction, on behalf of the agency with clients or interested parties may be needed.
- (3) Work at this level requires a knowledge and awareness of operations as related to Government initiatives or policies.
- (4) The ability to apply or interpret legislation, regulations, instructions or other guideline material relating to the operations, policies or functions of the work area; and the capacity to undertake high level research, reviews or investigations including the preparation of reports and associated papers may also be required.

**Appendix 2: Office Staff Administrative Stream Pay rates**

<b>Administrative Stream</b>	
<b>Classification Level</b>	<b>Fortnightly Effective 1/10/12</b>
<b>BAO1 - QBuild Admin Officer Level 1</b>	
AO1/1	\$1,309.20
AO1/2	\$1,384.60
AO1/3	\$1,459.70
<b>BAO2 - QBuild Admin Officer Level 2</b>	
AO2/1	\$1,630.50
AO2/2	\$1,670.00
AO2/3	\$1,710.40
AO2/4	\$1,750.60
AO2/5	\$1,793.20
AO2/6	\$1,839.20
AO2/7	\$1,889.10
AO2/8	\$1,943.30
AO2/Q	\$1,985.80
<b>BAO3 - QBuild Admin Officer Level 3</b>	
AO3/1	\$2,078.50
AO3/2	\$2,158.30
AO3/3	\$2,238.40
AO3/4	\$2,318.10
AO3/Q	\$2,361.90
<b>BAO4 - QBuild Admin Officer Level 4</b>	
AO4/1	\$2,457.40
AO4/2	\$2,538.80
AO4/3	\$2,620.70
AO4/4	\$2,702.70
AO4/Q	\$2,748.30
<b>BAO5 - QBuild Admin Officer Level 5</b>	
AO5/1	\$2,848.00
AO5/2	\$2,930.50
AO5/3	\$3,013.20
AO5/4	\$3,094.90
<b>BAO6 - QBuild Admin Officer Level 6</b>	
AO6/1	\$3,267.50
AO6/2	\$3,344.10
AO6/3	\$3,420.00
AO6/4	\$3,496.30
<b>BAO7 - QBuild Admin Officer Level 7</b>	
AO7/1	\$3,656.70
AO7/2	\$3,744.60
AO7/3	\$3,832.90
AO7/4	\$3,920.70
<b>BAO8 - QBuild Admin Officer Level 8</b>	
AO8/1	\$4,051.30
AO8/2	\$4,128.90
AO8/3	\$4,206.70
AO8/4	\$4,284.40

**Appendix 3: Office Staff Operational Stream Pay rates**

<b>Operational Stream</b>	
<b>Classification Level</b>	<b>Fortnightly Effective 1/10/12</b>
<b>BOO1 - QBuild Operational Officer Level 1</b>	
OO1/1	\$1,164.40
OO1/2	\$1,252.70
OO1/3	\$1,340.90
OO1/4	\$1,429.50
OO1/5	\$1,518.10
OO1/6	\$1,606.60
<b>BOO2 - QBuild Operational Officer Level 2</b>	
OO2/1	\$1,630.50
OO2/2	\$1,672.00
OO2/3	\$1,714.60
OO2/4	\$1,757.00
OO2/Q	\$1,777.50
<b>BOO3 - QBuild Operational Officer Level 3</b>	
OO3/1	\$1,782.90
OO3/2	\$1,819.00
OO3/3	\$1,857.30
OO3/4	\$1,898.80
OO3/Q	\$1,941.30
<b>BOO4 - QBuild Operational Officer Level 4</b>	
OO4/1	\$1,982.30
OO4/2	\$2,046.90
OO4/3	\$2,111.50
OO4/4	\$2,176.30
OO4/Q	\$2,220.10
<b>BOO5 - QBuild Operational Officer Level 5</b>	
OO5/1	\$2,233.60
OO5/2	\$2,308.00
OO5/3	\$2,382.60
OO5/4	\$2,457.40
OO5/Q	\$2,501.20
<b>BOO6 - QBuild Operational Officer Level 6</b>	
OO6/1	\$2,565.70
OO6/2	\$2,634.20
OO6/3	\$2,702.70
OO6/Q	\$2,748.30
<b>BOO7 - QBuild Operational Officer Level 7</b>	
OO7/1	\$2,832.60
OO7/2	\$2,901.50
OO7/3	\$2,971.40
<b>BOO8 - QBuild Operational Officer Level 8</b>	
OO8/1	\$3,108.00
OO8/2	\$3,188.70
OO8/3	\$3,271.70

**Appendix 4: Office Staff Professional Stream Pay rates**

<b>Professional Stream</b>	
<b>Classification Level</b>	<b>Fortnightly Effective 1/10/12</b>
<b>BPO1 - QBuild Professional Officer Level 1</b>	
PO1/1	\$1,338.60
PO1/2	\$1,457.60
PO1/3	\$1,576.40
PO1/4	\$1,695.80
PO1/5	\$1,762.70
PO1/6	\$1,835.30
PO1/7	\$1,918.30
<b>BPO2 - QBuild Professional Officer Level 2</b>	
PO2/1	\$2,076.20
PO2/2	\$2,192.60
PO2/3	\$2,308.70
PO2/4	\$2,425.00
PO2/5	\$2,541.90
PO2/6	\$2,657.50
<b>BPO3 - QBuild Professional Officer Level 3</b>	
PO3/1	\$2,791.50
PO3/2	\$2,876.80
PO3/3	\$2,963.00
PO3/4	\$3,048.00
<b>BPO4 - QBuild Professional Officer Level 4</b>	
PO4/1	\$3,245.30
PO4/2	\$3,328.70
PO4/3	\$3,412.70
PO4/4	\$3,496.30
<b>BPO5 - QBuild Professional Officer Level 5</b>	
PO5/1	\$3,656.70
PO5/2	\$3,744.60
PO5/3	\$3,832.90
PO5/4	\$3,920.70
<b>BPO6 - QBuild Professional Officer Level 6</b>	
PO6/1	\$4,051.30
PO6/2	\$4,128.90
PO6/3	\$4,206.70
PO6/4	\$4,284.40

**Appendix 5: Office Staff Technical Stream Pay rates**

<b>Technical Stream</b>	
<b>Classification Level</b>	<b>Fortnightly Effective 1/10/12</b>
<b>BTO1 - QBuild Technical Officer Level 1</b>	
TO1/1	\$1,338.60
TO1/2	\$1,457.60
TO1/3	\$1,576.40
TO1/4	\$1,695.80
TO1/5	\$1,762.70
TO1/6	\$1,835.30
TO1/7	\$1,918.30
<b>BTO2 - QBuild Technical Officer Level 2</b>	
TO2/1	\$1,951.70
TO2/2	\$2,025.30
TO2/3	\$2,098.50
TO2/4	\$2,171.70
TO2/5	\$2,244.80
TO2/6	\$2,318.10
<b>BTO3 - QBuild Technical Officer Level 3</b>	
TO3/1	\$2,457.40
TO3/2	\$2,524.30
TO3/3	\$2,590.50
TO3/4	\$2,657.50
<b>BTO4 - QBuild Technical Officer Level 4</b>	
TO4/1	\$2,791.50
TO4/2	\$2,881.50
TO4/3	\$2,971.40
<b>BTO5 - QBuild Technical Officer Level 5</b>	
TO5/1	\$3,094.90
TO5/2	\$3,187.40
TO5/3	\$3,278.80
TO5/4	\$3,370.40
<b>BTO6 - QBuild Technical Officer Level 6</b>	
TO6/1	\$3,480.50
TO6/2	\$3,568.80
TO6/3	\$3,656.70

## **Appendix 6: Australian Qualifications Framework**

The Australian Qualifications Framework (the AQF) is a unified system of fifteen national qualifications in schools, vocational education and training (TAFEs, Agricultural Colleges and private providers) and the higher education sector (mainly universities):

<b>AQF Qualifications</b>	<b>Referred to in this Agreement as:</b>
• Senior Secondary Certificate of Education	• AQF I
• Certificate I	• AQF II
• Certificate II	• AQF III
• Certificate III	• AQF IV
• Certificate IV	• AQF V
• Diploma	• AQF VI
• Advanced Diploma	
• Associate Degree	
• Bachelor Degree	
• Graduate Certificate	
• Vocational Graduate Certificate	
• Graduate Diploma	
• Vocational Graduate Diploma	
• Masters Degree	
• Doctoral Degree	

The Framework links together all these qualifications and is a highly visible, quality-assured national system of educational recognition, which promotes lifelong learning and a seamless and diverse education and training system.

### **Why is the AQF important?**

Qualifications certify the knowledge and skills a person has achieved through study, training, work and life experience. The AQF helps all learners, employers and education and training providers to participate and navigate the qualifications system. Under the AQF, learners can start at the level that suits them and then build up as their needs and interests develop and change over time. The Framework assists learners to plan their career progression, at whatever stage they are within their lives and when they are moving interstate and overseas. In this way, the AQF supports national standards in education and training and encourages lifelong learning.

### **What are the key objectives of the AQF?**

The AQF:

- provides nationally consistent recognition of outcomes achieved in post-compulsory education;
- helps with developing flexible pathways which assist people to move more easily between education and training sectors and between those sectors and the labour market by providing the basis for recognition of prior learning, including credit transfer and work and life experience;
- integrates and streamlines the requirements of participating providers, employers and employees, individuals and interested organisations;
- offers flexibility to suit the diversity of purposes of education and training;
- encourages individuals to progress through the levels of education and training by improving access to qualifications, clearly defining avenues for achievement, and generally contributing to lifelong learning;
- encourages the provision of more and higher quality vocational educational and training through qualifications that normally meet workplace requirements and vocational needs, thus contributing to national economic performance; and
- promotes national and international recognition of qualifications offered in Australia.

This Agreement is certified under the *Industrial Relations Act 1999*, chapter 6 part 1

\_\_\_\_\_, Commissioner.

Filed on the \_\_\_\_\_ day of \_\_\_\_\_ 2012, certified by the Commission and given Register

No. CA \_\_\_\_\_ of 2012, in the Certified Agreements Register.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 2012.

\_\_\_\_\_  
Industrial Registrar.

Operative Date: \_\_\_\_\_ 2012

PROPOSED AGREEMENT