

PART 1 - PRELIMINARY MATTERS

1.1 Title

This Agreement shall be known as the *Queensland Public Health Sector Certified Agreement (No. 6) 2005* (EB6).

1.2 Arrangement of Agreement

PART 1 – PRELIMINARY MATTERS

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- Schedule 3: Awards incorporated into this Agreement

1.3 Parties Bound

The parties to this Agreement are the:

- Australian Building Construction Employees' and Builders Labourers' Federation (Queensland Branch) Union of Employees;
- Australian Municipal, Administrative, Clerical and Services Union, Central and Southern Queensland, Clerical and Administrative Branch, Union of Employees;
- The Australian Workers' Union of Employees, Queensland
- Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland;
- The Construction, Forestry, Mining and Energy Industrial Union of Employees, Queensland;
- The Electrical Trades Union of Employees Queensland;
- Federated Clerks Union of Australia, North Queensland Branch, Union of Employees;
- Federated Engine Drivers and Firemen's Association of Australasia, Queensland Branch, Union of Employees, Queensland Branch;
- Liquor Hospitality and Miscellaneous Union, Queensland Branch, Union of Employees;
- Plumbers and Gasfitters Employees Union of Australia, Queensland Branch, Union of Employees;
- Queensland Nurses' Union of Employees;
- The Queensland Public Sector Union of Employees;
- Transport Workers' Union of Australia, Union of Employees (Queensland Branch);
- Queensland Department of Health;
- Mater Misericordiae Health Services Brisbane Limited ACN: 096708922;
- Health Rights Commission; and
- Office of Health Practitioner Registration Boards.

1.4 Application

This Agreement shall apply to health services conducted by/on behalf of the State of Queensland as follows:

- Employees of Queensland Health (i.e. Health Service Districts and Corporate Office) who are employed pursuant to Awards and the Agreement listed in Clause 1.8; the unions signatory to this Agreement; and to the Director-General Department of Health as the employer in relation to such employees;
- Employees of the Mater Misericordiae Health Services Brisbane Limited who are employed pursuant to the Awards and the Agreement listed in Clause 1.8; the Unions signatory to this Agreement; and to the Chief Executive Officer, Mater Misericordiae Health Services Brisbane Limited as the employer in relation to such employees;
- Employees of the Health Rights Commission who are employed pursuant to the Awards listed in Clause 1.8; the unions signatory to this Agreement; and to the Health Rights Commissioner, Health Rights Commission as the employer in relation to such employees; and

- Employees of the Office of Health Practitioner Registration Boards who are employed pursuant to the Awards listed in Clause 1.8; the unions signatory to this Agreement; and to the Executive Officer, Office of Health Practitioner Registration Boards as the employer in relation to such employees.

1.5 Date and Period of Operation

This Agreement shall operate from date of certification, which is 1 March 2006, and shall have a nominal expiry date of 31 August 2008.

1.6 Renewal or Replacement of Agreement

The parties to this Agreement shall commence discussions at least 5 months prior to the expiration of this Agreement.

1.7 Structure of Agreement

This Agreement will set out the agreed position between all of the parties to the Agreement. Subsidiary Agreements can be entered into, where appropriate and agreed between the employer and relevant union/s.

1.8 Relationships with Awards and Other Conditions

The Agreement will be read in conjunction with existing Awards and Industrial Agreements covering employees covered by this agreement.

This Agreement incorporates the provisions and subsequent amendments of the Awards listed below and attached as Schedule 3. Where there is any inconsistency between the main body of this certified agreement and Schedule 3, the provisions contained in the main body of the Agreement apply.

This Agreement will replace the *Queensland Public Health Sector Certified Agreement (No.5) 2002 (EB5)*.

Relevant Awards are:

- *Building Trades Public Sector Award – State 2002;*
- *District Health Services Employees Award – State 2003;*
- *Engineering Award – State 2002;* and
- *Queensland Public Service Award – State 2003.*

1.9 Purpose of the Agreement

Queensland Health is committed to improving the working conditions of all staff in relation to attraction and retention, enhanced functions and roles and workload issues.

The parties agree that the detailed recommendations of the Queensland Health Systems Review and the Queensland Public Hospitals Commission of Inquiry necessitate an extended negotiating period up to 30 April 2006 to meaningfully address the full range of matters.

The parties agree that this framework Agreement is necessary to provide immediate enhancement of wages and conditions while more extensive negotiations are underway. During the period up to 30 April 2006, the parties will negotiate the matters in the leave reserved provisions of this Agreement with a view to making subsidiary agreements where necessary.

1.10 Objectives of the Agreement

Provided that the recommendations of the Queensland Health Systems Review and the Queensland Public Hospitals Commission of Inquiry are implemented in accordance with the job security and consultative provisions of this Agreement, the parties agree that the operation of this Agreement will not prevent the implementation of the recommendations. In the case of structural/organisational changes recommended by the Queensland Health Systems Review and the Queensland Public Hospitals Commission of Inquiry, the parties accept that the business case provisions are not applicable in these instances. However, the parties agree that an open and consultative process will be adopted in the implementation of structural/organisational changes recommended by the Queensland Health Systems Review and the Queensland Public Hospitals Commission of Inquiry.

The parties to this agreement are committed to:

- maintaining and improving the public health system to serve the needs of the Queensland community;
- improvement and maintenance of quality health services;
- maintenance of a stable industrial relations environment;
- collectively striving to achieve quality outcomes for patients;
- achieving a skilled, motivated and adaptable workforce; and
- ensuring that workload management is addressed to ensure there are no adverse effects on employees resulting from excessive workloads and that as changes or new processes are adopted consideration will be given to achieving a balanced workload for employees.

1.11 Posting of the Agreement

A copy of this Agreement shall be exhibited so as to be easily read by all employees:

- in a conspicuous and convenient place at each facility; and
- on the Queensland Health intranet site.

1.12 Variations to the Agreement

The parties acknowledge that amendments to this Agreement may be necessary to implement agreed outcomes in relation to improved consultative processes, the elimination of workplace bullying, workloads, achieving consistent HR/IR practices or other matters as agreed to by the parties. The terms of this Agreement may be varied by a ballot of relevant employees subject to this Agreement in accordance with the *Industrial Relations Act 1999* or may result in a subsidiary certified agreement created by a ballot of affected employees and read in conjunction with this Agreement.

1.13 ILO Conventions

The employer agrees to accept obligations made under international labour standards. The employer will support employment policies, which take account of:

- Convention 100 – Equal Remuneration (1951);
- Convention 111 – Discrimination (Employment and Occupation) (1958);

- Convention 122 – Employment Policy (1964);
- Convention 142 – Human Resource Development (1975); and
- Convention 156 – Workers with Family Responsibilities (1981).

The parties to this Agreement shall monitor the extent to which policies and practices match relevant obligations under these conventions. Any real or perceived deficiencies will be the subject of discussions between the parties to develop agreed strategies to address any problems.

1.14 Prevention and Settlement of Disputes Relating to the Interpretation, Application or Operation of this Agreement.

The parties will use their best endeavours to co-operate in order to avoid grievances arising between the parties or between an employer and individual employees. The emphasis will be on negotiating a settlement at the earliest possible stage in the process. Two or more current grievances made by the same employee about related matters, or a grievance from more than one employee about related matters, may be dealt with as one grievance.

In the event of any disagreement between the parties as to the interpretation, application or implementation of this Agreement, the following procedures shall be followed:

- (i) A grievance is identified at the local level by an accredited union representative, the employee/s concerned or a management representative and an initial discussion should take place at this level. This stage shall take no longer than 7 days.
- (ii) If the parties at the local level cannot resolve the matter, it should be referred to either the relevant union official for the enterprise in the case of employees or to the District management (or equivalent) in the case of management, for resolution. This stage shall take no longer than 14 days.
- (iii) If the matter cannot be resolved, then either party shall refer the matter to the State Bargaining Unit (SBU). Where the SBU forms a unanimous view on the resolution of the grievance, this is the position that must be accepted and implemented by the parties and shall be given effect by the Chief Executive Officer.
- (iv) Where a bona fide safety issue is involved the Health Service District (or equivalent) shall ensure that:
 - the status quo prior to the existence of the grievance or dispute is to continue while the procedure is being followed; and/or
 - the employee shall not work in an unsafe environment. Where appropriate the employee shall accept reassignment to alternative suitable work/work environment in the meantime;
 - the employer/management in conjunction with the Occupational Health and Safety Committee will promptly ensure that the problem/s is/are resolved having regard to occupational health and safety standards.
- (v) Provided that maintenance of the status quo shall not apply in an unsafe environment.
- (vi) If the matter identified in subclause (iii) remains unresolved then either party may refer the matter to the Queensland Industrial Relations Commission.

Without limiting an employee's right to pursue a grievance, no party shall use the grievance procedure to prevent introduction of the outcomes of organisational change or restructuring or to limit matters agreed between the parties in accordance with Award provisions.

For the purposes of this Clause of the Agreement status quo shall mean:

“Whilst the grievance is being followed, work shall continue as it was prior to the grievance occurring except in cases of safety, sexual harassment, or conflict between a religious or other similar belief and the performance of a specific authorised work activity.”

1.15 Workplace Bullying

Queensland Health recognises that workplace bullying is a serious workplace issue which is not acceptable and must be eliminated.

Queensland Health is committed to implementing the agreed outcomes of the Relationship Interest Based Bargaining (RIBB) group in respect to workplace bullying and harassment during the life of the Agreement.

Mater Misericordiae Health Services Brisbane Limited (Mater) will continue to address the issue of workplace bullying and promote appropriate workplace behaviours.

Mater will monitor Queensland Health's position under this Clause and where applicable adopt the guidelines or procedures established.

It is the intent of the Mater that its policies in relation to workplace bullying will be as favourable as those of Queensland Health set out under this Clause.

PART 2 – WAGE AND SALARY RELATED MATTERS

2.1 Wage Increases

The wage increases specified in this subclause shall be payable in addition to the rates of pay as at 31 August 2005 and shall be paid for all purposes.

Wage increases shall be paid in 3 instalments as follows:

- 4% or \$30.00 per week, whichever is the greater, from 1 September 2005;
- 4% or \$30.00 per week, whichever is the greater, from 1 September 2006; and
- 4% or \$30.00 per week, whichever is the greater, from 1 September 2007.

The first increase to wages or allowances or other monetary amounts if provided by this Agreement will be paid from 1 September 2005 unless otherwise specified.

Wage increases provided in this Agreement are not dependent upon performance against benchmarks or other performance measures.

However, the parties are committed to ensuring the delivery of high quality services to the Queensland community.

It is the intention of the parties that the first pay increase of any subsequent agreement will apply from midnight on 31 August 2008.

2.2 Minimum Wage Adjustment

It is a term of this Agreement that any State Wage Case increase shall be compared with the increases prescribed under Clause 2.1 of this Agreement.

Provided that any annual State Wage Case increase which would provide a higher overall annual wage increase than those prescribed in Clause 2.1 shall be applied from the operative date of the State Wage Case.

2.3 Salary Sacrificing

- (i) The following definitions will apply for the purposes of this clause:
- (a) **‘Fringe Benefits Tax (FBT)’:** Means tax imposed by the *Fringe Benefits Tax Act 1986*. The FBT Year refers to the employer’s FBT return period of 1 April to 31 March each year.
 - (b) **‘FBT Exemption Cap’:** The FBT exemption cap is a tax concession under the *Fringe Benefits Tax Assessment Act 1986* for limited categories of employers. The FBT exemption cap is not an employee entitlement. The manner of the application of the FBT exemption cap is determined by the employer in accordance with the FBT legislation. Under the FBT legislation, to be eligible for the FBT exemption cap at the time fringe benefits are provided, the duties of the employment of an employee must be exclusively performed in, or in connection with, a public hospital.
 - (c) **‘Salary Sacrifice’:** Salary sacrifice is a system whereby a portion of an employee’s gross salary or wage is paid as a benefit, before tax, rather than directly as salary, thereby usually reducing the amount of tax paid by the employee on the income. This is called salary sacrificing because it is sacrificing salary for a benefit and is at the discretion of the employee for the approved range of items. For example, if an employee who earns \$40,000 gross salary, sacrifices \$10,000, income tax would be payable only on \$30,000.
- (ii) Notwithstanding the salaries prescribed in Schedule 1 of this Agreement, an employee may elect to sacrifice a portion of the salary payable under Schedule 1 to benefits agreed between the parties.
- (iii) Salary sacrificing arrangements will be made available to all employees covered by this agreement.

The amount sacrificed must not exceed 50% of the salary payable under Schedule 1:

- Provided that, employees eligible for the FBT exemption cap may sacrifice to benefits attracting FBT but ensuring the FBT exemption threshold amount prescribed by legislation is not exceeded, or to 50% of salary, whichever is the lesser. Employees who are not eligible for the FBT exemption cap who sacrifice to benefits that attract FBT will be liable for such FBT.
- Notwithstanding the forgoing, employees may sacrifice more than 50% of their salary for superannuation as from the date of certification of this Agreement.

- (iv) If any federal taxation laws passed by the Commonwealth Parliament or rulings by the Australian Taxation Office (ATO) in relation to salary sacrifice/packaging have the effect that salary sacrifice/packaging for employees is reduced or eliminated at any time during the term of this Agreement, the employees' rights under this Agreement in respect of salary sacrifice/packaging will be varied accordingly and the rest of the Agreement will continue in force.
- (v) The employer will be under no obligation to negotiate or agree to any changes to this Agreement as a trade-off for salary sacrifice/packaging rights which have been reduced or eliminated as a result of new or amended federal taxation laws or rulings by the Australian Taxation Office. The employee's right to sacrifice part of their salary as mentioned in paragraph (iii) above, is expressly made subject to any federal taxation laws affecting salary sacrifice arrangements or rulings of the ATO in relation to salary sacrifice arrangements which may be introduced or amended from time to time during the term of this Agreement.
- (vi) The individual salary packaging arrangements of any employee shall remain confidential at all times. Proper audit procedures will be put in place which will include private and/or Auditor-General reviews. Authorised union officials will be entitled to inspect any record of the employer and external salary packaging bureau service to ensure compliance with the salary sacrificing arrangements, subject to the relevant industrial legislation.
- (vii) Where the employee has elected to sacrifice a portion of the payable salary under Schedule 1 of this agreement:
 - (a) subject to ATO, the sacrificed portion will reduce the salary subject to appropriate tax deductions by the amount sacrificed (see definition of salary sacrifice);
 - (b) any allowance, penalty rate, overtime, weekly worker's compensation, or other payment, to which an employee is entitled under their respective award, Act or Statute which is expressed to be determined by reference to the employee's salary, shall be calculated by reference to the salary which would have applied to the employee under Schedule 1 of this Agreement (i.e.: pre-salary sacrifice rate of pay);
 - (c) salary sacrificing arrangements will be maintained during all periods of leave on full pay, including the maintenance of cash and non-cash benefits; and
 - (d) 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 salary sacrificing arrangements.
- (viii) The following principles will apply to employees who avail themselves of salary sacrificing:
 - (a) as part of the salary package arrangements, the costs for administering the package via an external salary packaging bureau service (or internal in the case of Mater), and including any applicable 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) the employee may cancel any salary sacrificing arrangements by giving one month's notice of cancellation to the employer and the employer will give the employee three months notice of termination;

- (d) employees must provide to the employer evidence of independent financial advice where required prior to taking up a salary package;
- (e) there will be no significant additional administrative workload or other ongoing costs to the employer;
- (f) additional administrative and fringe benefit tax costs are to be met by the employee; and
- (g) any increases or variations to taxation, excluding payroll tax, that result in additional costs will not be met by the employer and will be passed on to the employee as part of the salary package, if they wish to maintain the salary sacrifice arrangement.

2.4 Award Maintenance

The Queensland Industrial Relations Commission State Wage increases awarded during 2005 and the period up to, and including, the nominal expiry date of this Agreement shall be absorbed into the wage increases provided by Clause 2.1 of this Agreement subject to Clause 2.2.

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.

The employer will support union applications to amend any of the parent Awards to incorporate wage adjustments based upon the *Queensland Public Health Sector Certified Agreement (No. 5) 2002 (EB5)* during the life of EB6.

The employer will consent to applications made after the nominal expiry date of EB6 to amend any of the parent Awards to incorporate wage adjustments based on EB6.

2.5 IRM Preservation

The parties agree that certain matters that apply to employees covered by this Agreement will be preserved and incorporated as terms of this Agreement and contained within Schedule 2 of this Agreement.

The matters contained within Schedule 2 as they apply to employees covered by this Agreement cannot be amended unless agreed by the parties.

It is further agreed that any increases in monetary amounts as a result of the Queensland Industrial Relations Commission (QIRC) decisions, government policy, or Directives under the *Health Services Act 1991* shall be applied.

PART 3 – INDUSTRIAL RELATIONS MATTERS AND CONSULTATION

3.1 Collective Industrial Relations

The employer is committed to collective agreements with unions and does not support non-union agreements, Queensland Workplace Agreements or Australian Workplace Agreements.

The parties to this Agreement acknowledge that structured, collective industrial relations will continue as a fundamental principle. The principle recognises the important role of unions in the workplace and the traditionally high levels of union membership in the workplaces subject to this Agreement.

The parties to this Agreement support constructive relations between the parties and recognise the need to work co-operatively in an open and accountable way.

Agreed arrangements regarding “Union Encouragement”, “Leave to Undertake Work with Relevant Union”, “Industrial Relations Education Leave” and “Union Delegates Assistance”, form part of Schedule 2 to this Agreement.

3.2 Commitment to Consultation

The parties to this Agreement recognise that for the Agreement to be successful, the initiatives contained within this Agreement need to be implemented through an open and consultative process.

The parties to this Agreement are committed to involving employees and their union representatives in the decision-making processes affecting the workforce. Employees will be encouraged to participate in the consultation processes by allowing adequate time to understand, analyse, seek appropriate advice from their union and respond to such information.

Consultation requires the exchange of timely information relevant to the issues at hand, and a genuine desire for the consideration of each party’s views, before making a final decision.

3.3 State Bargaining Unit

The State Bargaining Unit (SBU), for the purpose of negotiating and implementing this Agreement, shall comprise employer and union representatives who are parties to this Agreement. The role of the SBU shall include EB6 matters referred by the District Consultative Forums (DCF) or their equivalent. Where appropriate, sub groups of the SBU will be established. The structure and role of the SBU and sub-groups cannot be amended unless agreed by the parties.

3.4 Consultative Forums

The DCFs (or their equivalent) will continue in accordance with the Terms of Reference agreed by the SBU. The SBU will evaluate the effectiveness of, and modify where necessary, all consultative forums during the life of this Agreement.

Management will provide, upon request to the DCF (or equivalent), at not more than 6 monthly intervals, unless where agreed by the SBU, reports detailing the following:

- permanent vacancies that are experiencing recruitment difficulties, and/or specific positions that remain unfilled; and/or
- current temporary employees and the reasons for their engagement.

The report will be provided at the following DCF (or equivalent) meeting, provided that 4 weeks’ notice is given. Issues of concern in relation to the filling of permanent positions in work units should be raised at the DCF (or equivalent) as necessary.

3.5 Public Hospitals Oversight Committee

The parties to this Agreement acknowledge the constructive role Public Hospitals Oversight Committee (PHOC) plays in the review of work practices, workloads, career structure and training matters for the Operational Services Stream.

The parties agree that during the life of the Agreement, PHOC will specifically address items including but will not be limited to work practices, workloads, ensuring appropriate career structures and training opportunities are readily accessible and available to all Operational Stream employees.

3.6 Queensland Health Pathology and Scientific Services (QHPSS) and Mater Health Services Pathology (MHSP)

The parties to this Agreement agree that workforce issues for QHPSS will be examined and resolved through the established consultative arrangements. Issues may include but shall not be limited to:

- service delivery methodology;
- skill mix of staff (including scientist / technician mix);
- appropriate rostering practices;
- capital Works opportunities;
- improved efficiencies and effectiveness; and
- accessing collocation opportunities.

Mater Misericordiae Health Services Brisbane Limited agrees that workforce issues for MHSP will be examined and resolved at the Mater Consultative Forum (MCF).

The consultative arrangements will be regularly reviewed to ensure all employees are appropriately represented (including Operational Stream staff).

While it is acknowledged that management has a right to implement changes, the parties agree that significant organisational change, or alteration to employment conditions, will not occur in QHPSS unless there has been consultation between the employer and the relevant union/s. The consultative process will not be used to frustrate or delay changes but rather ensure that all viable options are considered.

3.7 Oral Health

The parties to this Agreement agree that broad-based workforce issues for Oral Health will be examined through consultative arrangements such as the Oral Health Workforce Oversight Committee (OHWOC), a sub committee of the SBU.

The parties agree to develop and evaluate an agreed base grade position description for Dental Prosthetists within the Technical Stream and or Professional Stream, where appropriate. The parties will complete the above work and implement the outcomes by 30 April 2006.

The parties agree to act in a positive and constructive manner. Should agreement not be reached and the matter remains unresolved by 30 April 2006, the matter may be referred by either party to the Queensland Industrial Relations Commission.

QH will continue the implementation of the Senior Oral Health Therapist position at PO4 level as part of the career structure agreed to in EB5.

The Oral Health Recruitment and Retention Working Group will consider recruitment and retention issues for various oral health staff. Issues may include conference leave and rights of private practice. The Committee may make recommendations to the Director-General.

PART 4 – ORGANISATIONAL CHANGE AND RESTRUCTURING

4.1 Organisational Change and Restructuring

Prior to implementation, all organisational change will need to demonstrate clear benefits such as enhanced service delivery to the community, improved efficiency and effectiveness and shall follow the agreed change management processes as outlined in the Queensland Health Change Management Guidelines. While ensuring the spirit of the guidelines is maintained in applying the document, the parties acknowledge that it has been designed as guidelines to be applied according to the circumstances.

When it is decided to conduct a review, union representatives will be advised as soon as practicable and consulted from the outset. All parties will participate in a constructive manner.

Furthermore, details will be included that provide for encouraging employees to participate in the consultative processes by allowing adequate time to understand, analyse and respond to various information that would be needed to inform employees and their unions.

All significant organisational change and/or restructuring that will impact on the workforce (e.g. job reductions, deployment to new locations, major alterations to current service delivery arrangements) shall be subject to the employer establishing such benefits in a business case which shall be tabled for the purposes of consultation at the DCF (or equivalent). A business case is not required for minor changes or minor restructuring.

It is acknowledged that management has a right to implement changes to ensure the effective delivery of health care services. The consultation process will not be used to frustrate or delay the changes but rather ensure that all viable options are considered. If this process cannot be resolved at the District level (or equivalent) in a timely manner either party may refer the matter to the SBU for resolution.

The emphasis will be on minimum disruption to the workforce and maximum placement of affected staff within Queensland Health, and organisational restructuring should not result in a large scale “spilling” of jobs.

Subject to the above, the parties acknowledge that where the implementation of workplace change results in fewer employees being required in some organisational units, appropriate job reduction strategies will be developed in consultation with relevant unions.

Prior to the implementation of any decision in relation to workplace change likely to affect security and certainty of employment of employees, such changes will be subject to consultation with the relevant union/s. The objective of such consultation will be to minimise any adverse impact on security and certainty of employment.

After such discussions have occurred and it is determined that fewer employees are required, appropriate job reduction strategies will be developed that may include non-replacement of resignees and retirees and the deployment/redeployment and retraining of excess employees which will have regard to the circumstances of the individual employee/s affected. This will occur in a reasonable manner.

Where individuals unreasonably refuse to participate or cooperate in deployment/redeployment and retraining processes, the full provisions for managing redundancies shall be followed. No employee shall be redeployed against their will. In those cases where the offering of Voluntary Early Retirements (VERs) to selected employees is necessary, this will occur in full consultation with the relevant union/s.

To ensure consultative processes are effective, these guidelines will be reviewed and monitored throughout the life of the Agreement to ensure their effectiveness. Unions will be consulted as part of the review process. Consultative arrangements required to be followed in the management of any organisational change and restructuring proposal will be in accordance with the Queensland Health Change Management Guidelines which includes consultation with all relevant unions.

4.2 Replacement of Existing Staff

This clause shall not have application in instances of organisational change which are covered by the Organisational Change and Restructuring – Clause 4.1 of this Agreement.

There is no intention that there will be a net reduction of Queensland Health staffing during the life of this Agreement. However, the parties recognise that the employer does not maintain fixed establishment numbers.

Mater Misericordiae Health Services Brisbane Limited agrees with the intent expressed in the above paragraph, yet the parties recognise that Mater has a distinct establishment impacting on its capacity to transfer staff.

Having regard to workload management issues, the parties agree that where a permanent employee leaves due to retirement, resignation, termination, transfer or promotion they will be replaced by a permanent employee as follows:

- **Base Grade Staff** – commence process to replace staff within 3 days of retirement, resignation, termination, transfer or promotion or within 3 days of notice given (whichever is sooner) and shall be completed within 1 month. The local organiser/delegate may request from relevant local HR/line manager and be provided a report of relevant employee resignations to assist in monitoring of timeframes within 3 days; and/or
- **Other than Base Grade Staff** – commence process to replace staff within 14 days of retirement, resignation, termination, transfer or promotion or within 14 days of notice given (whichever is sooner). This process shall be completed as soon as practicable and the parties expect this to take no longer than 3 months. It is recognised that consideration will be given to the timeframes for appeal mechanisms for other than base grade staff. The local organiser/delegate may request from relevant local HR/line manager and be provided a report of relevant employee resignations to assist in monitoring of timeframes within 3 days.

Where an issue that can legitimately extend the time to fill arrangements set out above, for example genuine demonstrated reductions in workload, or seasonal issues (e.g. Christmas/New Year closure period), a proposal from management to extend the replacement period, or postpone the replacement, shall be forwarded to the next scheduled consultative forum for agreement, or relevant union for agreement, if the consultative forum cannot be accessed. Should the consultative forum not agree to the extension the matter shall be referred to the next scheduled SBU for determination.

4.3 Quality Improvement

Contemporary health services rely on information as the basis on which sound decisions can be made. The collection, analysis, reporting and comparison of indicators that describe the performance and processes of health services are now a standard tool utilised by all health service staff to facilitate continuous quality improvement.

Nationally, the following areas have been identified as being key areas for monitoring health service performance:

- Effectiveness.
- Accessibility.
- Safety.
- Efficiency.
- Appropriateness.
- Consumer Involvement.

The parties agree that the measurement of performance and process indicators at a unit, service, District, Area Health Service and organisational level in the above areas is an important and necessary management function for contemporary health service delivery.

PART 5 – WORKLOAD MANAGEMENT

The parties acknowledge the importance of workload management and is one of the critical issues being addressed through interest based bargaining (mutual gains) processes.

The employer acknowledges the duty of care to both staff and patients to provide a safe environment for the delivery of health services and is therefore committed to the maintenance of staffing levels to ensure the delivery of quality health services.

The parties agree that appropriate strategies, work practices and staffing levels (including backfilling of staff) will minimise the effects of excessive workloads and/or case loads.

The parties agree to use the workload management tool, which was developed during the life of the *Queensland Health Certified Agreement (No. 3) 1998*, to assist the monitoring of workload issues. In addition, the parties will refine the tool as a priority to ensure it is appropriate for the occupational groups covered by this agreement and can be used to address specific workload issues by staff, unions and/or management, develop strategies to improve immediate and long-term workload issues and to assess the implications of workloads from a workplace, health and safety perspective.

The parties further agree that a sub-committee of the SBU will be established to address issues of workload management of a statewide nature and/or workload management issues that cannot be resolved at a local level.

The DCF (or equivalent) will have workload management issues as a regular agenda item. Where one of the parties consider workload management issues need investigation, the workload management tool will be utilised by a DCF subgroup that will be established to research the issues and formulate a recommendation for consideration of the DCF, and if appropriate, subsequent implementation. If agreement cannot be reached, the issues will be referred by either party to the sub-committee of the SBU for consideration and resolution.

Best practice models for workload management identified through these processes will be promulgated through the employer's facilities.

PART 6 – JOB SECURITY AND CONTRACTING

6.1 Job Security

The employer is committed to job security for its permanent employees. This clause is to be read in conjunction with the Queensland Government's Employment Security policy.

The parties acknowledge that job security for employees assists in ensuring workforce stability, cohesion and motivation and hence is central to achieving the objectives of this Agreement.

Job reductions by forced retrenchments will not occur.

Volunteers, other unpaid persons or trainees will not be used to fill funded vacant positions.

Queensland Health and Mater Misericordiae Health Services Brisbane Limited are the preferred providers of public health services for the Government and the community.

The employer supports the accepted industrial principle that temporary and casual employees have the right to raise concerns with their employer in relation to their employment status or any other work related matters without fear of victimisation. Unions may refer instances of alleged victimisation directly to the SBU for attention.

The employer acknowledges that long term casual employees have rights to unfair dismissal entitlements in accordance with the provisions of the relevant legislation.

Nothing in this Agreement will prevent the provision of public health clinical services, which are provided by the private sector, because they are not able to be provided by the public sector.

6.2 Contracting Out

It is the clear policy of the employer not to contract out or to lease current services. There will be no contracting out or leasing of services currently provided by the employer at existing sites except in the following circumstances:

- in the event of critical shortages of skilled staff;
- the lack of available infrastructure capital and the cost of providing technology;
- extraordinary or unforeseen circumstances; or
- it can be clearly demonstrated that it is in the public interest that such services should be contracted out.

Queensland Health agrees that it will include as a condition of all future labour contracts (e.g. cleaning, security) a requirement for contractors to pay wage rates, which are no less favourable in aggregate, than EB5 rates of pay for comparable employees. This provision shall apply to all relevant tenders called and relevant contracts entered into on or after the date of the certification of this Agreement.

Any dispute between the parties arising out of this clause will be dealt with in accordance with Clause 1.15 of this Agreement.

Consultation Processes - General

Where the employer seeks to contract out or lease current services, the relevant unions will be consulted as early as possible. Discussions will take place before any steps are taken to call tenders or enter into any otherwise binding legal arrangement for the provision of services by an external provider.

For the purpose of consultation the relevant union/s will be given relevant documents. The employer will ensure that all relevant union/s is/are aware of any proposals to contract out or lease current services. It is the responsibility of the relevant union/s to participate fully in discussions on any proposals to contract out or lease current services.

If, after full consultation as outlined above, employees are affected by the necessity to contract out or lease current services, the employer will:

- negotiate with relevant union/s employment arrangements to assist employees to move to employment with the contractor;
- ensure that employees are given the option to take up employment with the contractor;
- ensure that employees are given the option to accept deployment/redeployment with the employer; and
- ensure that as a last resort, employees are given the option of accepting voluntary early retirement.

Consultation Processes – Emergent Circumstances

The employer can contract out or lease current services without reference to the SBU in cases where any delay would cause immediate risks to patients and/or detriment to the delivery of public health services to the Queensland public.

In all cases information must be provided to the next SBU for review in relation to these cases and to assist in determining strategies to resolve any issues that arise. These circumstances would include:

- in the event of critical shortages of skilled staff; or
- extraordinary or unforeseen circumstances.

SBU Approval

Regarding the lack of available infrastructure capital and the cost of providing technology, and where it can be clearly demonstrated that it is in the public interest that such services should be contracted out, contracting out cannot occur until agreement is sought at the SBU, provided that such agreement shall not unreasonably be withheld.

6.3 Contracting In

The employer commits to continue the current process of insourcing work currently outsourced in co-operation with the relevant union/s by identifying all currently outsourced work.

Organisational units shall bid for work currently out-sourced to contractors, unless otherwise agreed between the parties and subject to any legislative requirements.

In-sourcing will be undertaken where it can be demonstrated that work is competitive on an overall basis, including quality and the cost of purchase and maintenance of any capital equipment required to perform the work. Where the employer requires that in-sourced work is performed by work units which specify industry accepted standards of accreditation or minimum qualifications for their performance, these requirements must also be met by external bidders. At the expiry of existing contracts, the employer commits to in-source work unless the cost of in-sourcing the work is demonstrated to be greater than five percent higher than outsourced arrangements once cost comparisons between direct and contract labour have been made. This will not prevent the use of contract extension clauses while this process continues.

Training for managers to undertake costings and bids will be provided on an ongoing basis.

Special consideration will be given in circumstances where appropriate employees are available to provide a service. In these cases, latitude will exist in relation to price competitiveness. This latitude will be quantified and agreed between the parties at the SBU.

Subject to this clause, existing contract arrangements will not be extended to new or replacement facilities. Opportunity will be given for in-house staff to undertake the work as outlined above. It is acknowledged that new or replacement facilities are not to be treated as greenfield sites.

In the case of the Operational Stream, the parties agree that the following process will be utilised to assist the employers Operational Services staff to compete equally for work that is currently contracted out:

- ensure that offer documents include key performance and quality criteria to be addressed by all bidders/tenders;
- provide independent in-house advice and assistance to in-house staff in the preparation of business cases;
- ensure that offers are evaluated on the basis of cost (which includes the contractor basing their price on a minimum of EB5 rates of pay), quality, timeliness and ability to maintain specified key performance criteria;
- include a mechanism for monitoring and continuous improvement; and
- ensure that these mechanisms are relevant and appropriate.

Once a decision has been made by the employer the appropriate outcome will be implemented. Neither party will seek to disrupt or delay the implementation of the approved outcome. Should the relevant union consider that a fair comparison has not been made then the matter should be referred to the SBU for resolution. This must occur in a timely manner.

The employers preferred policy position is to in-source the maintenance of its technology after the expiry of the standard manufacturer's warranty where feasible. There will be no extension of warranties in those circumstances where appropriate in-house maintenance is available.

The employer will ensure that, where possible, contracts for the supply or warranty of technology include a component of training to ensure in-house maintenance remains possible. The parties acknowledge that external maintenance of certain complex technology will occur where in-house maintenance is not feasible.

This clause shall not apply to services funded through the Statewide and Non-Government Health Services Unit.

6.4 Prime Vendoring

The parties acknowledge that prime vendoring projects may proceed during the life of this Agreement. However, any prime vendoring projects that may result in job losses must be referred to the SBU for consultation prior to commencement.

Any dispute arising from this Clause shall be dealt with in accordance with the disputes clause of this Agreement.

6.5 Collocation

Collocation of public and private health services will not result in the diminution of public health service or public sector industrial relations standards in Queensland. Collocation agreements will not diminish existing arrangements for provision of public health services by Queensland Health on a collocated site. This will not prevent the public sector providing services to the private hospitals.

Industrial representation arrangements are not a matter intrinsic to collocation agreements and thus will not be affected by these agreements. Consultative processes have been established at Queensland Health Corporate Office and Health Service District levels to facilitate information and consultation on appropriate issues with health unions on collocation issues. These processes will continue. If it is intended that there are further collocations of public and private health services, full consultation will occur at the outset with the relevant unions.

PART 7 – WORKPLACE HEALTH AND SAFETY

Nothing in this clause will limit the right of authorised union officials to address workplace health and safety issues, including inspections, on behalf of members. These inspections shall not constitute inspections under Section 81 of the *Workplace Health and Safety Act 1995*.

The parties to this Agreement are committed to continuous improvement in workplace health and safety standards through the implementation of an organisational framework which involves all parties in preventing injuries and illness at the workplace by promoting a safe and healthy working environment. All employees will be assisted in understanding and fulfilling their responsibilities in maintaining a safe working environment.

A Queensland Health Workplace Health and Safety Advisory Committee has been established jointly with Queensland Health and the public health sector unions which will continue to oversight progress on workplace health and safety issues.

Further, without limiting the issues which may be included, the parties agree to address the following issues:

- guidelines on security for health care establishments;
- aggressive behaviour management;

- the correct footwear is provided, or an appropriate allowance for staff to purchase footwear when working in callings where footwear is a critical safety issue e.g. laundries, kitchens and horticultural staff;
- workplace stress;
- workplace bullying;
- working off-site;
- workplace rehabilitation;
- workers compensation;
- management of ill or injured employees; and
- guidelines for work arrangements (including hours of work).

PART 8 – TRAINING AND DEVELOPMENT

8.1 Targeted Training – Administrative Officers

The level of support for programs developed in EB4 for administrative training opportunities will be maintained.

Training will be provided at the following Australian Qualification Framework (AQF) levels:

- Certificate II for AO2
- Certificate III for AO3
- Certificate IV for AO4

This training will be provided at no cost to the employee and in accordance with the National Public Service Training Package qualifications.

8.1.1 Recognition of Accredited Qualifications

The parties are committed to the principle that suitable financial recompense shall be provided for public sector employees in the specified classifications who meet the following requirements:

- (a) possession of the qualification specified above and possession of a higher competency based qualification relevant to the administrative stream;
- (b) have reached the maximum paypoint of the specified Classification Level in the Administrative Stream; and
- (c) spent one calendar year (or equivalent) on the maximum paypoint.

The parties acknowledge that applicable employees should receive recognition and credit for their knowledge and skills through the recognition of current competencies (RCC) or the recognition of prior learning (RPL). This assessment of competencies may include skills from:

- work experience (including both work that is paid and unpaid);
- life experience (for example leisure pursuits or voluntary work); and
- previous study (including training programs at work, courses at school or college, and through adult education classes).

8.1.2 Appropriate Remuneration

From 1 September 2005, the following remuneration shall be paid for employees that meet the requirements outlined in clause 8.1.1 of this agreement:

- AO2 an additional \$43.20 per fortnight for Certificate III (AQF III) or higher;
- AO3 an additional \$44.50 per fortnight for Certificate IV (AQF IV) or higher; and
- AO4 an additional \$46.40 per fortnight for Diploma (AQF V) or higher.

From 1 September 2006, the following remuneration shall be paid for employees that meet the requirements outlined in clause 8.1.1 of this agreement:

- AO2 an additional \$44.90 per fortnight for Certificate III (AQF III) or higher;
- AO3 an additional \$46.30 per fortnight for Certificate IV (AQF IV) or higher; and
- AO4 an additional \$48.30 per fortnight for Diploma (AQF V) or higher.

From 1 September 2007, the following remuneration shall be paid for employees that meet the requirements outlined in clause 8.1.1 of this agreement:

- AO2 an additional \$46.70 per fortnight for Certificate III (AQF III) or higher;
- AO3 an additional \$48.20 per fortnight for Certificate IV (AQF IV) or higher; and
- AO4 an additional \$50.20 per fortnight for Diploma (AQF V) or higher.

Any employee who submits an application for an assessment for completion of the qualification at the higher level through the RPL process or RCC process and is subsequently deemed competent at the level shall be paid the additional increment from the date of application regardless of whether it is through training, RPL or RCC.

Queensland Health will provide reasonable time for students to complete applications and relevant paper work for the application for assessment, students will be encouraged and supported to make reasonable progress to complete modules in a timely manner.

8.1.3 Encouragement to Develop Higher Skills

Queensland Health recognises that access to the above remuneration in 8.1.2 requires a commitment on behalf of both the employee and Queensland Health. To this end, Queensland Health will provide for payment for the training, RPL, RCC processes and any outstanding competency modules, which are identified as required through 8.1.1 or 8.1.2, for attainment of the relevant higher AQF level.

Where such competencies are identified, Queensland Health commits to facilitating the provision of the relevant training within a period of three months.

The Administrative Training Subcommittee of the SBU will develop a process that will ensure timely completion of the program by students.

8.1.4 The Administrative Training Subcommittee

The Administrative Training Subcommittee is a sub group of the SBU, including representatives from the relevant unions and management. Its terms of reference shall include the resolution of issues and disputes relating to assessment and assessors.

8.1.5 Facilitation

To facilitate the processing of applications for assessment in a timely manner, Queensland Health will:

- provide assessors approved by the Open Learning Institute (OLI) as subject experts, or alternatively provide access to the equivalent assessors within TAFE; and
- ensure that sufficient assessors are drawn from each certificate level and in each District, or neighbouring District, in order to facilitate access.

8.2 Targeted Training – Operational Stream

The parties are committed to the training and development opportunities for operational stream officers. To meet this commitment, the employer will continue to implement the following initiatives:

8.2.1 Operational Officers (OO2 Classification)

Paypoint at OO2 (5), which shall be in addition to OO2 (4) rate and will be \$20.80 per fortnight from 1 September 2005, \$21.60 per fortnight from 1 September 2006 and \$22.50 per fortnight from 1 September 2007. This rate shall apply for those OO2 employees who have attained an appropriate nationally accredited qualification at Certificate Level II and/or Certificate Level III and have been on the OO2 (4) rate for 12 months or more.

Queensland Health is committed to ensuring that opportunities are provided for Operational Stream employees Level 2, paypoint 4, to ensure they are able to move to paypoint 5. The focus of the parties will be on ensuring the Certificate II qualifications are available and assessments completed when OO2 paypoint 4 employees request such training and assessment. Within three months of certification of the Agreement, the parties will formulate an appropriate process for the effective implementation of this clause.

Those OO2 officers who have Certificate III qualifications shall receive an all purpose allowance of \$22.40 per fortnight from 1 September 2005, \$23.30 per fortnight from 1 September 2006 and \$24.20 per fortnight from 1 September 2007, provided they have been at the OO2 (5) paypoint for 12 months or more.

8.2.2 Operational Officers (OO3 Classification)

Those OO3 officers who have attained an agreed appropriate nationally accredited qualification at Certificate Level IV shall receive an all purpose allowance of \$43.20 per fortnight from 1 September 2005, \$44.90 per fortnight from 1 September 2006 and \$46.70 per fortnight from 1 September 2007 provided they have been at the OO3 (4) paypoint for 12 months or more.

The parties agree to the identification of priority areas for development of Certificate Level IV qualifications.

8.2.3 Operational Officers (OO4 Classification)

Those OO4 officers who have attained an agreed appropriate nationally accredited Certificate Level V (Diploma) qualification shall receive an all purpose allowance of \$44.50 per fortnight from 1 September 2005, \$46.30 per fortnight from 1 September 2006 and \$48.20 per fortnight from 1 September 2007, provided they have been on OO4 (4) for 12 months or more.

8.3 Training and Transition Support

Nothing in this Agreement will affect existing arrangements for the employment of apprentices, trainees or transition support for new graduates.

PART 9 – EMPLOYMENT CONDITIONS

9.1 Access to Flexitime or Rostered Days Off for Administrative Staff

The employer recognises the right of all administrative staff to have access to either flexitime or rostered days off. No Administrative Officer shall be required to work standard hours only, unless determined as a consequence of disciplinary procedures. This clause cannot be used to alter current arrangements of flexitime or rostered days off.

9.2 Uniform and Laundry Allowance

The parties agree in principle that employees not required to wear uniforms should not be entitled to uniform or laundry allowances. Any groups identified will be addressed with the relevant union/s, having regard to the merits of the case, to determine whether it is reasonable that an allowance be paid in the circumstances.

9.3 Superannuation

Effective from 1 July 2006, the employer contribution to employee superannuation shall equal at least 9% Ordinary Time earnings as defined by the *Superannuation Laws Amendment (2004 Measures No 2) Act 2004*.

9.4 Parental Leave

Employees will be entitled to 12 weeks paid maternity leave which may be taken at half pay for double the period of time and 12 weeks paid adoption leave for the primary carer of the adopted child which may be taken at half pay for double the period of time. The increased leave will take effect from 1 July 2005.

9.5 Long Service Leave

Employees will be entitled to long service leave for:

- The taking of leave on a pro rata basis after 7 years continuous service;
- No alteration to the existing arrangements for cash in lieu of leave on termination;
- The taking of long service leave at half pay for double the period of time; and
- A minimum period of leave is 1 week.

Where an employee voluntarily reverts to a lower classification, the employee shall be entitled to leave accrued as at the date of the reversion at the salary applicable at the date of the reversion. The employee is not compelled to take accrued long service leave at the date of voluntary reversion to a lower classification.

The above entitlements will take effect from the date of certification of this Agreement.

Subject to relevant approval and other procedures, casual employees' entitlements to long service leave are as follows:

Date	Entitlement
Prior to 23 June 1990	No entitlement – service does not count.
23 June 1990 – 30 March 1994	Service counts provided at least 32 hours are worked every 4 weeks.
From 30 March 1994 onwards	Service counts provided there is no break between casual engagements of more than 3 months.

9.6 Recreation Leave

Subject to service delivery requirements and financial considerations, the employer may approve an application to take recreation leave at half pay for double the period of time effective from the date of certification.

9.7 Extra Leave for Proportionate Salary

Extra leave for proportionate salary is a scheme where employees are able to access unpaid leave in addition to paid annual recreation leave and other entitlements. Although this leave is unpaid, the leave is deducted over an agreed 12 month cycle instead of when the leave is taken. The effect is to provide a continuous reduced average salary over the 12 month cycle rather than a period where no payment is received.

Extra leave for proportionate salary will be available so that employees may access between 1 and 6 weeks unpaid leave in a 12 month period effective from the date of certification.

9.8 Allowances for Administrative Officers

Medical Typists at the AO2 classification level will receive a \$50/wk allowance from date of certification of the Agreement or 1 January 2006, whichever is the earlier. Following any classification review, as proposed in Part 12 Leave Reserved/Further Claims clause, if any AO2 Medical Typist is upgraded, the allowance will cease. Eligibility requirements for the allowance include:

1. A substantial proportion of duties (70%) must be medical typing, and
2. Undertaking, or have undertaken, appropriate course on medical terminology, or have been on AO2(8) for 12 months or more.

Queensland Health will extend the Mental Health Allowance - Operational Stream Employees (as outlined in IRM 2.1-15) arrangements as they apply to Operational Officers to Administrative Officers. This extension will include flowing on any future extension of the quantum, or to facilities, where agreed.

Any AO3 Clinical Coder who completes the HIMAA Intermediate level ICD-10-AM training or agreed equivalent will be entitled to receive an allowance of \$50/pw. The allowance will be payable to staff members who have been on AO3(4) for 12 months or more, but have not completed the course. Those who are not yet at AO3(4) will be funded by Queensland Health to do the Intermediate level ICD-10-AM training course on request. For current employees at the date of certification or 1 January 2006, whichever is the earlier, who have completed the HIMAA Intermediate level ICD-10-AM training or agreed equivalent, no retrospective payment will be made for the cost of training.

PART 10 – EQUITY CONSIDERATIONS

10.1 Equity

The parties are committed to the principles of equity and merit and thereby to the objectives of the *Equal Opportunity in Public Employment Act 1992*, the *Anti-Discrimination Act 1991* and the *Equal Remuneration Principle* (QIRC Statement of Policy 2002).

A Queensland Health Employment Equity Advisory Committee, as a sub committee of the SBU has been established jointly with Queensland Health and the public health sector unions.

The Flexible Work Arrangements Guide has been developed for the purpose to achieve “Work Life Balance” and will be amended from time to time. Queensland Health is committed to implementing all strategies and performance indicators as agreed. Progress towards the achievement of outcomes will be monitored quarterly at DCFs or equivalent and reviewed by the SBU annually. The employer will meet its statutory obligations under the *Equal Opportunity in Public Employment Act 1992* to consult with unions by agreed consultative mechanisms. Regular status reports will be provided via the inclusion of this issue as a standing agenda item on DCF or equivalent and SBU agendas.

The parties acknowledge that achievement of equity outcomes is largely contingent upon commitment of management to equity outcomes. This will be demonstrated by management practices, the provision of ongoing Equal Employment Opportunity training for managers and employees, the maintenance of Equal Employment Opportunity networks throughout the agency and the commitment to achieve agreed equity outcomes at the facility and corporate office level.

The parties acknowledge that increased flexibility and improvements in working arrangements can further the aims of efficiency, effectiveness and equity.

10.2 Child Care

The parties to this Agreement recognise the importance of access to affordable and appropriate childcare for employees. Given that Queensland Health is a major public sector employer with a workforce comprising of a high percentage of female employees required to work non-standard hours, access to childcare is an important issue. The parties acknowledge that the availability of appropriate childcare services assists with the recruitment and retention of staff, enhances productivity and improves staff morale. The employer acknowledges the importance of childcare as an employment equity issue.

The Queensland Health Employment Equity Advisory Committee, as a sub committee of the SBU, will consider the findings of the review and formulate policy recommendations and childcare options that will consider, but not be limited to, the following:

- feasibility of facility based childcare centres;
- outside school hours care;
- provision of breastfeeding facilities;
- priority access in community based or private childcare centres;
- priority access in family day care, adjunct care and emergency care (including care for sick children);
- childcare information; and
- referral service.

When a Health Service District considers facilitation of childcare options, such initiatives will be discussed at the DCF or their equivalent. Where a childcare service is to be provided at a Queensland Health facility, the options for providing this service will include that such employees are public sector employees.

The employer will continue to operate the Lady Ramsay Child Care Centre. Child Care workers employed at the Lady Ramsay Child Care Centre will continue to be employed in accordance with the *District Health Services Employees Award – State*.

PART 11 – RECRUITMENT AND RETENTION

11.1 Exemption from Open Merit for positions reclassified from AO2 to AO3

Queensland Health will continue this scheme to allow legitimate incumbents of AO2 positions upgraded to AO3 (through an approved job evaluation process) to be exempted from the open merit selection process. If the incumbent is assessed by a selection panel as able to competently perform all the duties and responsibilities of the higher position, they may be directly appointed to the AO3 position. For this to occur the legitimate incumbent must:

- Be a permanently appointed employee;
- Have undertaken the majority of duties and responsibilities of an identical, restructured or revised position for more than twelve months; and
- In the case of upgraded positions, have been formally appointed to the position that has now been upgraded.

If more than one legitimate incumbent has been identified in the relevant District (e.g. where some but not all the AO2 positions in an area are upgraded to AO3 positions) the most meritorious incumbent/s or surplus officer/s will be appointed. Following notification of appointment in either the Health Services Bulletin or Government Gazette, prevailing appeal or grievance processes will apply.

PART 12 – LEAVE RESERVED/FURTHER CLAIMS

This Agreement is a framework agreement which settles those claims and matters contained within the Agreement.

The parties agree that during the period between the certification of this Agreement and 30 April 2006 the following further claims and matters will be addressed and agreed outcomes will be implemented through either a variation to this Agreement or through a certified agreement in accordance with the provisions of Chapter 6 of the *Industrial Relations Act 1999* or such other mechanisms deemed appropriate. Where a certified agreement is entered into such an agreement will be a subsidiary agreement read in conjunction with this Agreement. Where negotiations are not concluded by 30 April 2006, it will not limit the right of any party to this agreement to pursue the following claims in accordance with s.148 of the *Industrial Relations Act 1999*.

Matters affecting all employees

- Any term or condition of employment that is determined on a whole of Government or whole of agency basis.
- Decisions of the Queensland Industrial Relations Commission including general rulings and statements of policy that provides conditions that are not less favourable than conditions existing as at the date of certification of this agreement.
- Parties agree to discuss scope of practice issues during the life of this Agreement.
- Change rosters and change starting and finishing times by agreement of majority of employees.
- The span of ordinary hours to be reviewed.
- Training.
- Workloads.
- On-call/fatigue leave.
- Maximising permanency/use of temporary appointments/job security.
- Rural and remote remuneration and conditions.
- Reclassification process.
- Claims identified as whole of Government.
- Outcomes of Relationship Interest Based Bargaining.
- Recruitment and Selection.

Matters affecting Operational Stream employees

- Recruitment and retention.
- Access to professional and career development.
- Casual and temporary employees.
- Workloads.
- The application of a training allowance to Operational Officers Level 4 who have attained an AQF accredited Certificate IV.
- The application of a training allowance to Operational Officers Level 3 who have attained an AQF accredited Certificate III. The application of the allowance will be resolved by 31 January 2006.
- The quantum of the Foul Linen Allowance will be reviewed and a new rate will be applied prior to 31 January 2006.
- Queensland Health will review the application of the Mental Health Allowance. The review will be completed by 28 February 2006.

- Queensland Health will conduct a Workplace Health and Safety review of the sorting area of laundries with a focus on ensuring employee safety. The review will be completed by 30 April 2006.
- Queensland Health will review the quantum and application of the X-Ray Allowance. The review will be completed by 28 February 2006.
- Queensland Health will introduce arrangements to ensure that the operative date of the payment of the allowance for AQF accredited Certificates Level 2 and 3 and other competencies (as provided in Clause 8.2 of the Agreement) will be the date occurring 1 week after the signed receipt of the attainment of the competencies.
- Queensland Health will review the role and duties of Anaesthetic Technicians. The review will be completed by 30 April 2006.
- Queensland Health will review the ATSI Health Worker Career Structure and scope of practice of Health Workers. The review will be completed by 30 April 2006. The review team will comprise ATSI Health Worker representatives from Cape York and the Torres Strait and Northern Peninsula Area Health Service Districts and other areas as agreed to.
- PHOC will review the role and scope of the Committee.
- Queensland Health will review employment categories presently in the Operational Stream in how they are being utilised.
- The provision of training to Operational Services Officers at OO3, OO4, OO5 and OO6.
- Establish an appropriate course and payment of course fees for Therapy Assistants, Laboratory Assistants and Mortuary Assistants to enable access to Operational Stream Targeted Training provisions.
- Establish one Dental Assistants position for every oral health clinician.
- Review of classification structures for Biala Counsellors, Recreation Officers and Forensic Mortuary Assistants.
- Review the quantum and payment arrangements of the Coronial Body Allowance.
- Review of classification structures including stream for HACC Co-ordinators.

Matters affecting Administrative Stream employees

- Establish a pool of Administrative Stream employees that can be deployed into areas where backfill is required for secondment or leave purposes.
- Review of flexible work arrangements with the view of providing greater flexibility for administrative stream employees.
- Recognition of university qualifications for the purpose of the Administrative Training Allowance from date of certification of EB6.
- An employee appointed to the Administrative Stream who have satisfied assessment requirements for an AQFIII, IV, V or VI qualification acceptable to the Chief Executive shall be paid no less than AO2(1) from date of certification of EB6.
- **Classification Reviews:** By 31 January 2006, identify, prioritise and schedule classification anomalies to be reviewed, including agreement on the application of the job evaluation methodology. (N.B. ASU will be included as a stakeholder to be consulted and involved with the current JEMs Review Project being conducted at Whole-of-Government level). Commit to 1 January 2006 backdating for successful claims regarding the following priority groups:
 - Medico/Legal Typists
 - Directors' Secretaries/Support Officers (external review)
 - Remote/rural locations (external review)
 - AO2/3 anomaly in engineering/purchasing/supply clerks using specialised inventory tracking software

Note: May be necessary for Queensland Health to engage external assistance in some instances - parties will consult regarding the appropriate consultants to be used.

- **AO2 positions in Payroll/Shared Services** - parties commit to monitoring the current work being done in Shared Services and to consult regarding the appropriate timing of any classification review pending progress in this area - notwithstanding that any classification review will be commenced by April 2006. (Note: *this group not offered backdating to 1/1/06*)
- **IBB Process.** Queensland Health commits to resolving other issues (including bullying/relationships/consultation, workloads and backfilling, consistency of HR/IR practices, recruitment and selection, reducing temporary/casual and other forms of precarious employment, application of the JEMs process, and family friendly arrangements) through proper open consultative processes. The parties agree that the following matters will be dealt with via an Administrative Interest Based Bargaining process:
 - The process for alignment of duties and work value for positions in the admin stream (with regard to outcomes of the review process for inconsistencies and anomalies already identified as above).
 - Career path issues including: equitable process for higher duties; temporary and casual employment; provision of training/recognition for training for admin employees (existing jobs and future career paths); performance appraisal and development; workloads (including back-filling) to be managed through this process and in collaboration with RIBB.

Matters being progressed via the IBB will be completed by 30/4/06, unless otherwise agreed between the parties.

- **Volunteers:** Queensland Health immediately commits to ceasing the use of volunteers to perform work ordinarily performed by paid employees in the admin stream.
- **Uniforms:** Whilst recognising that Queensland Health will not provide uniforms for all administrative staff, the parties will engage in a process to explore options for cheaper alternatives for staff to access uniforms, including the option of a laundering allowance in certain circumstances and/or the provision of “protective clothing” in certain work areas, to be completed by 30/4/06.
- **Working Conditions:** Queensland Health commits to equitable, consistent, and non-discriminatory working conditions for all staff.

Matters affecting Building and Engineering employees:

- Classification and career.
- Recruitment/retention/attraction.
- Hours of work.
- Workloads.
- Training.
- Use of contractors.
- Improvement of HR/IR practices and subsequent implementation.
- Cultural issues (consultation, workplace bullying).

Matters affecting Professional, Technical and Dental Stream employees:

- Recruitment and retention.
- Access to professional development and payment of an allowance.
- Issues related to student supervision.
- On-call arrangements, including fatigue leave.
- Registration and licensing fees.
- Temporary employment.

Matters affecting Public Sector Nurses:

- Attraction and retention issues including nursing officer classifications.

SCHEDULE 1

WAGE RATES

CORPORATE OFFICE

ADMINISTRATIVE STREAM

Classification Level	Pay Point	Wage Rates payable from 01/09/05		Wage Rates payable from 01/09/06		Wage Rates payable from 01/09/07	
		Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$
L1	1	\$945.00	\$24,654	\$1,005.00	\$26,220	\$1,065.00	\$27,785
	2	\$1,014.80	\$26,475	\$1,074.80	\$28,041	\$1,134.80	\$29,606
	3	\$1,084.30	\$28,289	\$1,144.30	\$29,854	\$1,204.30	\$31,419
L2 (age 21)	1	\$1,242.50	\$32,416	\$1,302.50	\$33,981	\$1,362.50	\$35,547
	2	\$1,277.60	\$33,332	\$1,337.60	\$34,897	\$1,397.60	\$36,462
	3	\$1,314.10	\$34,284	\$1,374.10	\$35,849	\$1,434.10	\$37,415
	4	\$1,350.50	\$35,234	\$1,410.50	\$36,799	\$1,470.50	\$38,364
	5	\$1,386.80	\$36,181	\$1,446.80	\$37,746	\$1,506.80	\$39,311
	6	\$1,423.10	\$37,128	\$1,483.10	\$38,693	\$1,543.10	\$40,258
	7	\$1,461.40	\$38,127	\$1,521.40	\$39,692	\$1,582.30	\$41,281
	8	\$1,502.10	\$39,189	\$1,562.20	\$40,757	\$1,624.70	\$42,387
L3	1	\$1,603.00	\$41,821	\$1,667.10	\$43,493	\$1,733.80	\$45,234
	2	\$1,664.80	\$43,433	\$1,731.40	\$45,171	\$1,800.70	\$46,979
	3	\$1,726.40	\$45,041	\$1,795.50	\$46,843	\$1,867.30	\$48,717
	4	\$1,787.90	\$46,645	\$1,859.40	\$48,510	\$1,933.80	\$50,451
L4	1	\$1,895.40	\$49,450	\$1,971.20	\$51,427	\$2,050.00	\$53,483
	2	\$1,958.10	\$51,085	\$2,036.40	\$53,128	\$2,117.90	\$55,254
	3	\$2,021.00	\$52,726	\$2,101.80	\$54,834	\$2,185.90	\$57,029
	4	\$2,084.20	\$54,375	\$2,167.60	\$56,551	\$2,254.30	\$58,813
L5	1	\$2,196.50	\$57,305	\$2,284.40	\$59,598	\$2,375.80	\$61,983
	2	\$2,260.20	\$58,967	\$2,350.60	\$61,325	\$2,444.60	\$63,778
	3	\$2,323.70	\$60,624	\$2,416.60	\$63,047	\$2,513.30	\$65,570
	4	\$2,387.30	\$62,283	\$2,482.80	\$64,774	\$2,582.10	\$67,365
L6	1	\$2,520.10	\$65,748	\$2,620.90	\$68,377	\$2,725.70	\$71,112
	2	\$2,579.10	\$67,287	\$2,682.30	\$69,979	\$2,789.60	\$72,779
	3	\$2,637.90	\$68,821	\$2,743.40	\$71,573	\$2,853.10	\$74,435
	4	\$2,696.30	\$70,345	\$2,804.20	\$73,160	\$2,916.40	\$76,087
L7	1	\$2,820.10	\$73,574	\$2,932.90	\$76,517	\$3,050.20	\$79,578
	2	\$2,888.20	\$75,351	\$3,003.70	\$78,364	\$3,123.80	\$81,498
	3	\$2,956.00	\$77,120	\$3,074.20	\$80,204	\$3,197.20	\$83,413
	4	\$3,023.70	\$78,886	\$3,144.60	\$82,040	\$3,270.40	\$85,322
L8	1	\$3,124.60	\$81,519	\$3,249.60	\$84,780	\$3,379.60	\$88,171
	2	\$3,184.30	\$83,076	\$3,311.70	\$86,400	\$3,444.20	\$89,857
	3	\$3,244.30	\$84,641	\$3,374.10	\$88,028	\$3,509.10	\$91,550
	4	\$3,304.40	\$86,209	\$3,436.60	\$89,658	\$3,574.10	\$93,246

CORPORATE OFFICE

PROFESSIONAL STREAM

Classification Level	Pay Point	Wage Rates payable from 01/09/05		Wage Rates payable from 01/09/06		Wage Rates payable from 01/09/07	
		Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$
L1 (age 21)	1	\$971.40	\$25,343	\$1,031.40	\$26,908	\$1,091.40	\$28,474
	2	\$1,081.50	\$28,216	\$1,141.50	\$29,781	\$1,201.50	\$31,346
	3	\$1,191.40	\$31,083	\$1,251.40	\$32,648	\$1,311.40	\$34,213
	4	\$1,301.00	\$33,942	\$1,361.00	\$35,508	\$1,421.00	\$37,073
	5	\$1,360.50	\$35,494	\$1,420.50	\$37,060	\$1,480.50	\$38,625
	6	\$1,420.20	\$37,052	\$1,480.20	\$38,617	\$1,540.20	\$40,183
	7	\$1,483.60	\$38,706	\$1,543.60	\$40,271	\$1,605.30	\$41,881
L2	1	\$1,601.20	\$41,774	\$1,665.20	\$43,444	\$1,731.80	\$45,181
	2	\$1,690.80	\$44,112	\$1,758.40	\$45,875	\$1,828.70	\$47,709
	3	\$1,780.70	\$46,457	\$1,851.90	\$48,315	\$1,926.00	\$50,248
	4	\$1,870.30	\$48,795	\$1,945.10	\$50,746	\$2,022.90	\$52,776
	5	\$1,960.10	\$51,138	\$2,038.50	\$53,183	\$2,120.00	\$55,309
	6	\$2,049.30	\$53,465	\$2,131.30	\$55,604	\$2,216.60	\$57,830
L3	1	\$2,152.90	\$56,168	\$2,239.00	\$58,414	\$2,328.60	\$60,752
	2	\$2,218.80	\$57,887	\$2,307.60	\$60,204	\$2,399.90	\$62,612
	3	\$2,284.50	\$59,601	\$2,375.90	\$61,986	\$2,470.90	\$64,464
	4	\$2,350.70	\$61,328	\$2,444.70	\$63,780	\$2,542.50	\$66,332
L4	1	\$2,503.10	\$65,304	\$2,603.20	\$67,916	\$2,707.30	\$70,632
	2	\$2,567.60	\$66,987	\$2,670.30	\$69,666	\$2,777.10	\$72,453
	3	\$2,631.80	\$68,662	\$2,737.10	\$71,409	\$2,846.60	\$74,266
	4	\$2,696.30	\$70,345	\$2,804.20	\$73,160	\$2,916.40	\$76,087
L5	1	\$2,820.10	\$73,574	\$2,932.90	\$76,517	\$3,050.20	\$79,578
	2	\$2,888.20	\$75,351	\$3,003.70	\$78,364	\$3,123.80	\$81,498
	3	\$2,956.00	\$77,120	\$3,074.20	\$80,204	\$3,197.20	\$83,413
	4	\$3,023.70	\$78,886	\$3,144.60	\$82,040	\$3,270.40	\$85,322
L6	1	\$3,124.60	\$81,519	\$3,249.60	\$84,780	\$3,379.60	\$88,171
	2	\$3,184.30	\$83,076	\$3,311.70	\$86,400	\$3,444.20	\$89,857
	3	\$3,244.30	\$84,641	\$3,374.10	\$88,028	\$3,509.10	\$91,550
	4	\$3,304.40	\$86,209	\$3,436.60	\$89,658	\$3,574.10	\$93,246

CORPORATE OFFICE

TECHNICAL STREAM

Classification Level	Pay Point	Wage Rates payable from 01/09/05		Wage Rates payable from 01/09/06		Wage Rates payable from 01/09/07	
		Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$
L1 (age 21)	1	\$971.40	\$25,343	\$1,031.40	\$26,908	\$1,091.40	\$28,474
	2	\$1,081.50	\$28,216	\$1,141.50	\$29,781	\$1,201.50	\$31,346
	3	\$1,191.40	\$31,083	\$1,251.40	\$32,648	\$1,311.40	\$34,213
	4	\$1,301.00	\$33,942	\$1,361.00	\$35,508	\$1,421.00	\$37,073
	5	\$1,360.50	\$35,494	\$1,420.50	\$37,060	\$1,480.50	\$38,625
	6	\$1,420.20	\$37,052	\$1,480.20	\$38,617	\$1,540.20	\$40,183
	7	\$1,483.60	\$38,706	\$1,543.60	\$40,271	\$1,605.30	\$41,881
L2	1	\$1,508.40	\$39,353	\$1,568.70	\$40,927	\$1,631.40	\$42,563
	2	\$1,561.90	\$40,749	\$1,624.40	\$42,379	\$1,689.40	\$44,075
	3	\$1,618.60	\$42,228	\$1,683.30	\$43,917	\$1,750.60	\$45,673
	4	\$1,674.90	\$43,697	\$1,741.90	\$45,445	\$1,811.60	\$47,263
	5	\$1,731.30	\$45,168	\$1,800.60	\$46,975	\$1,872.60	\$48,854
	6	\$1,787.90	\$46,645	\$1,859.40	\$48,511	\$1,933.80	\$50,452
L3	1	\$1,895.40	\$49,450	\$1,971.20	\$51,428	\$2,050.00	\$53,483
	2	\$1,946.70	\$50,788	\$2,024.60	\$52,820	\$2,105.60	\$54,933
	3	\$1,997.90	\$52,124	\$2,077.80	\$54,209	\$2,160.90	\$56,377
	4	\$2,049.30	\$53,465	\$2,131.30	\$55,603	\$2,216.60	\$57,829
L4	1	\$2,152.90	\$56,168	\$2,239.00	\$58,414	\$2,328.60	\$60,752
	2	\$2,222.40	\$57,981	\$2,311.30	\$60,300	\$2,403.80	\$62,713
	3	\$2,291.50	\$59,784	\$2,383.20	\$62,175	\$2,478.50	\$64,661
L5	1	\$2,387.30	\$62,283	\$2,482.80	\$64,774	\$2,582.10	\$67,365
	2	\$2,458.10	\$64,130	\$2,556.40	\$66,695	\$2,658.70	\$69,364
	3	\$2,528.80	\$65,975	\$2,630.00	\$68,614	\$2,735.20	\$71,358
	4	\$2,599.70	\$67,824	\$2,703.70	\$70,537	\$2,811.80	\$73,358
L6	1	\$2,684.00	\$70,024	\$2,791.40	\$72,825	\$2,903.10	\$75,739
	2	\$2,751.90	\$71,795	\$2,862.00	\$74,667	\$2,976.50	\$77,654
	3	\$2,820.10	\$73,574	\$2,932.90	\$76,517	\$3,050.20	\$79,578

CORPORATE OFFICE

OPERATIONAL STREAM

Classification Level	Pay Point	Wage Rates payable from 01/09/05		Wage Rates payable from 01/09/06		Wage Rates payable from 01/09/07	
		Per Fortnight	Per Annum	Per Fortnight	Per Annum	Per Fortnight	Per Annum
		\$	\$	\$	\$	\$	\$
L1	1	\$810.90	\$21,156	\$870.90	\$22,721	\$930.90	\$24,287
	2	\$892.70	\$23,290	\$952.70	\$24,855	\$1,012.70	\$26,421
	3	\$974.30	\$25,419	\$1,034.30	\$26,984	\$1,094.30	\$28,550
	4	\$1,056.20	\$27,556	\$1,116.20	\$29,121	\$1,176.20	\$30,686
	5	\$1,138.10	\$29,692	\$1,198.10	\$31,258	\$1,258.10	\$32,823
	6	\$1,220.00	\$31,829	\$1,280.00	\$33,394	\$1,340.00	\$34,960
L2 (age 21)	1	\$1,242.50	\$32,416	\$1,302.50	\$33,981	\$1,362.50	\$35,547
	2	\$1,279.60	\$33,384	\$1,339.60	\$34,949	\$1,399.60	\$36,515
	3	\$1,317.90	\$34,383	\$1,377.90	\$35,948	\$1,437.90	\$37,514
	4	\$1,355.70	\$35,369	\$1,415.70	\$36,935	\$1,475.70	\$38,500
	5	\$1,376.50	\$35,912	\$1,437.30	\$37,498	\$1,498.20	\$39,087
L3	1	\$1,378.30	\$35,959	\$1,438.30	\$37,524	\$1,498.30	\$39,090
	2	\$1,407.70	\$36,726	\$1,467.70	\$38,291	\$1,527.70	\$39,857
	3	\$1,437.40	\$37,501	\$1,497.40	\$39,066	\$1,557.40	\$40,631
	4	\$1,468.80	\$38,320	\$1,528.80	\$39,885	\$1,590.00	\$41,482
L4	1	\$1,529.90	\$39,914	\$1,591.10	\$41,511	\$1,654.70	\$43,170
	2	\$1,578.70	\$41,187	\$1,641.80	\$42,833	\$1,707.50	\$44,547
	3	\$1,628.60	\$42,489	\$1,693.70	\$44,187	\$1,761.40	\$45,954
	4	\$1,678.20	\$43,783	\$1,745.30	\$45,534	\$1,815.10	\$47,355
L5	1	\$1,722.70	\$44,944	\$1,791.60	\$46,742	\$1,863.30	\$48,612
	2	\$1,780.40	\$46,449	\$1,851.60	\$48,307	\$1,925.70	\$50,240
	3	\$1,837.80	\$47,947	\$1,911.30	\$49,864	\$1,987.80	\$51,860
	4	\$1,895.40	\$49,450	\$1,971.20	\$51,427	\$2,050.00	\$53,483
L6	1	\$1,978.70	\$51,623	\$2,057.80	\$53,687	\$2,140.10	\$55,834
	2	\$2,031.40	\$52,998	\$2,112.70	\$55,119	\$2,197.20	\$57,323
	3	\$2,084.20	\$54,375	\$2,167.60	\$56,551	\$2,254.30	\$58,813
L7	1	\$2,184.30	\$56,987	\$2,271.70	\$59,267	\$2,362.60	\$61,639
	2	\$2,238.00	\$58,388	\$2,327.50	\$60,723	\$2,420.60	\$63,152
	3	\$2,291.50	\$59,784	\$2,383.20	\$62,176	\$2,478.50	\$64,662

CORPORATE OFFICE

NURSING STREAM

Classification	Pay Level	Pay Point	Wage Rates payable from 01/09/05		Wage Rates payable from 01/09/06		Wage Rates payable from 01/09/07	
			Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$
NO1		1	\$1,524.70	\$39,778	\$1,585.70	\$41,370	\$1,649.10	\$43,024
		2	\$1,596.50	\$41,652	\$1,660.40	\$43,319	\$1,726.80	\$45,051
		3	\$1,672.20	\$43,627	\$1,739.10	\$45,372	\$1,808.70	\$47,188
		4	\$1,747.90	\$45,601	\$1,817.80	\$47,425	\$1,890.50	\$49,322
		5	\$1,823.60	\$47,576	\$1,896.50	\$49,478	\$1,972.40	\$51,459
		6	\$1,899.70	\$49,562	\$1,975.70	\$51,545	\$2,054.70	\$53,606
		7	\$1,975.70	\$51,545	\$2,054.70	\$53,606	\$2,136.90	\$55,750
		8	\$2,051.60	\$53,525	\$2,133.70	\$55,667	\$2,219.00	\$57,892
NO2		1	\$2,086.80	\$54,443	\$2,170.30	\$56,622	\$2,257.10	\$58,886
		2	\$2,136.10	\$55,729	\$2,221.50	\$57,957	\$2,310.40	\$60,277
		3	\$2,185.70	\$57,023	\$2,273.10	\$59,304	\$2,364.00	\$61,675
		4	\$2,235.50	\$58,323	\$2,324.90	\$60,655	\$2,417.90	\$63,081
NO3		1	\$2,392.70	\$62,424	\$2,488.40	\$64,921	\$2,587.90	\$67,516
		2	\$2,450.70	\$63,937	\$2,548.70	\$66,494	\$2,650.60	\$69,152
		3	\$2,508.10	\$65,435	\$2,608.40	\$68,051	\$2,712.70	\$70,772
		4	\$2,565.40	\$66,929	\$2,668.00	\$69,606	\$2,774.70	\$72,390
NO4		1	\$2,681.80	\$69,966	\$2,789.10	\$72,766	\$2,900.70	\$75,677
		2	\$2,748.80	\$71,714	\$2,858.80	\$74,584	\$2,973.20	\$77,569
NO5		1	\$3,017.70	\$78,730	\$3,138.40	\$81,879	\$3,263.90	\$85,153
		2	\$3,164.60	\$82,562	\$3,291.20	\$85,865	\$3,422.80	\$89,298
NO6			\$3,378.40	\$88,140	\$3,513.50	\$91,665	\$3,654.00	\$95,330
NO7			\$3,720.70	\$97,070	\$3,869.50	\$100,952	\$4,024.30	\$104,991

Generic level statements for the nursing officer classifications contained in this Agreement shall be those listed in Schedule 1 in the *Nurses (Queensland Health) Section 170MX Award 2003*.

HEALTH SERVICE DISTRICT

ADMINISTRATIVE STREAM

Classification Level	Pay Point	Wage Rates payable from 01/09/05		Wage Rates payable from 01/09/06		Wage Rates payable from 01/09/07	
		Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$
L1	1	\$933.70	\$24,360	\$993.70	\$25,925	\$1,053.70	\$27,490
	2	\$1,005.70	\$26,238	\$1,065.70	\$27,803	\$1,125.70	\$29,369
	3	\$1,076.70	\$28,090	\$1,136.70	\$29,656	\$1,196.70	\$31,221
L2 (Age 21)	1	\$1,240.80	\$32,372	\$1,300.80	\$33,937	\$1,360.80	\$35,502
	2	\$1,277.20	\$33,321	\$1,337.20	\$34,887	\$1,397.20	\$36,452
	3	\$1,315.00	\$34,307	\$1,375.00	\$35,873	\$1,435.00	\$37,438
	4	\$1,352.50	\$35,286	\$1,412.50	\$36,851	\$1,472.50	\$38,416
	5	\$1,390.20	\$36,269	\$1,450.20	\$37,835	\$1,510.20	\$39,400
	6	\$1,427.90	\$37,253	\$1,487.90	\$38,818	\$1,547.90	\$40,384
	7	\$1,468.30	\$38,307	\$1,528.30	\$39,872	\$1,589.40	\$41,466
	8	\$1,510.40	\$39,405	\$1,570.80	\$40,981	\$1,633.60	\$42,619
L3	1	\$1,615.80	\$42,155	\$1,680.40	\$43,840	\$1,747.60	\$45,594
	2	\$1,679.50	\$43,817	\$1,746.70	\$45,570	\$1,816.60	\$47,394
	3	\$1,743.70	\$45,492	\$1,813.40	\$47,310	\$1,885.90	\$49,202
	4	\$1,807.30	\$47,151	\$1,879.60	\$49,037	\$1,954.80	\$50,999
L4	1	\$1,918.50	\$50,052	\$1,995.20	\$52,053	\$2,075.00	\$54,135
	2	\$1,983.80	\$51,756	\$2,063.20	\$53,827	\$2,145.70	\$55,980
	3	\$2,048.90	\$53,454	\$2,130.90	\$55,594	\$2,216.10	\$57,816
	4	\$2,114.40	\$55,163	\$2,199.00	\$57,370	\$2,287.00	\$59,666
L5	1	\$2,230.80	\$58,200	\$2,320.00	\$60,527	\$2,412.80	\$62,948
	2	\$2,296.70	\$59,919	\$2,388.60	\$62,317	\$2,484.10	\$64,808
	3	\$2,362.50	\$61,636	\$2,457.00	\$64,101	\$2,555.30	\$66,666
	4	\$2,428.00	\$63,345	\$2,525.10	\$65,878	\$2,626.10	\$68,513
L6	1	\$2,565.90	\$66,942	\$2,668.50	\$69,619	\$2,775.20	\$72,403
	2	\$2,627.00	\$68,537	\$2,732.10	\$71,279	\$2,841.40	\$74,130
	3	\$2,687.90	\$70,125	\$2,795.40	\$72,930	\$2,907.20	\$75,847
	4	\$2,748.80	\$71,714	\$2,858.80	\$74,584	\$2,973.20	\$77,569
L7	1	\$2,876.70	\$75,051	\$2,991.80	\$78,054	\$3,111.50	\$81,177
	2	\$2,947.20	\$76,890	\$3,065.10	\$79,966	\$3,187.70	\$83,165
	3	\$3,017.70	\$78,730	\$3,138.40	\$81,879	\$3,263.90	\$85,153
	4	\$3,087.90	\$80,561	\$3,211.40	\$83,783	\$3,339.90	\$87,136
L8	1	\$3,192.20	\$83,282	\$3,319.90	\$86,614	\$3,452.70	\$90,078
	2	\$3,254.50	\$84,908	\$3,384.70	\$88,304	\$3,520.10	\$91,837
	3	\$3,316.40	\$86,523	\$3,449.10	\$89,985	\$3,587.10	\$93,585
	4	\$3,378.40	\$88,140	\$3,513.50	\$91,665	\$3,654.00	\$95,330

HEALTH SERVICE DISTRICT

PROFESSIONAL STREAM

Classification Level	Pay Point	Wage Rates payable from 01/09/05		Wage Rates payable from 01/09/06		Wage Rates payable from 01/09/07	
		Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$
L1 (Age 21)	1	\$959.50	\$25,033	\$1,019.50	\$26,598	\$1,079.50	\$28,163
	2	\$1,073.50	\$28,007	\$1,133.50	\$29,572	\$1,193.50	\$31,138
	3	\$1,187.60	\$30,984	\$1,247.60	\$32,549	\$1,307.60	\$34,114
	4	\$1,301.30	\$33,950	\$1,361.30	\$35,515	\$1,421.30	\$37,081
	5	\$1,363.20	\$35,565	\$1,423.20	\$37,130	\$1,483.20	\$38,696
	6	\$1,424.80	\$37,172	\$1,484.80	\$38,737	\$1,544.80	\$40,303
	7	\$1,491.20	\$38,904	\$1,551.20	\$40,470	\$1,613.20	\$42,087
L2	1	\$1,614.00	\$42,108	\$1,678.60	\$43,793	\$1,745.70	\$45,544
	2	\$1,707.20	\$44,540	\$1,775.50	\$46,322	\$1,846.50	\$48,174
	3	\$1,799.60	\$46,950	\$1,871.60	\$48,829	\$1,946.50	\$50,783
	4	\$1,892.70	\$49,379	\$1,968.40	\$51,354	\$2,047.10	\$53,407
	5	\$1,985.80	\$51,808	\$2,065.20	\$53,880	\$2,147.80	\$56,035
	6	\$2,078.40	\$54,224	\$2,161.50	\$56,392	\$2,248.00	\$58,649
L3	1	\$2,185.50	\$57,018	\$2,272.90	\$59,298	\$2,363.80	\$61,670
	2	\$2,253.80	\$58,800	\$2,344.00	\$61,153	\$2,437.80	\$63,600
	3	\$2,322.50	\$60,592	\$2,415.40	\$63,016	\$2,512.00	\$65,536
	4	\$2,390.80	\$62,374	\$2,486.40	\$64,868	\$2,585.90	\$67,464
L4	1	\$2,548.30	\$66,483	\$2,650.20	\$69,142	\$2,756.20	\$71,907
	2	\$2,615.10	\$68,226	\$2,719.70	\$70,955	\$2,828.50	\$73,794
	3	\$2,681.80	\$69,966	\$2,789.10	\$72,766	\$2,900.70	\$75,677
	4	\$2,748.80	\$71,714	\$2,858.80	\$74,584	\$2,973.20	\$77,569
L5	1	\$2,876.70	\$75,051	\$2,991.80	\$78,054	\$3,111.50	\$81,177
	2	\$2,947.20	\$76,890	\$3,065.10	\$79,966	\$3,187.70	\$83,165
	3	\$3,017.70	\$78,730	\$3,138.40	\$81,879	\$3,263.90	\$85,153
	4	\$3,087.90	\$80,561	\$3,211.40	\$83,783	\$3,339.90	\$87,136
L6	1	\$3,192.20	\$83,282	\$3,319.90	\$86,614	\$3,452.70	\$90,078
	2	\$3,254.50	\$84,908	\$3,384.70	\$88,304	\$3,520.10	\$91,837
	3	\$3,316.40	\$86,523	\$3,449.10	\$89,985	\$3,587.10	\$93,585
	4	\$3,378.40	\$88,140	\$3,513.50	\$91,665	\$3,654.00	\$95,330

HEALTH SERVICE DISTRICT

TECHNICAL STREAM

Classification Level	Pay Point	Wage Rates payable from 01/09/05		Wage Rates payable from 01/09/06		Wage Rates payable from 01/09/07	
		Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$
L1 (Age 21)	1	\$959.50	\$25,033	\$1,019.50	\$26,598	\$1,079.50	\$28,163
	2	\$1,073.50	\$28,007	\$1,133.50	\$29,572	\$1,193.50	\$31,138
	3	\$1,187.60	\$30,984	\$1,247.60	\$32,549	\$1,307.60	\$34,114
	4	\$1,301.30	\$33,950	\$1,361.30	\$35,515	\$1,421.30	\$37,081
	5	\$1,363.20	\$35,565	\$1,423.20	\$37,130	\$1,483.20	\$38,696
	6	\$1,424.80	\$37,172	\$1,484.80	\$38,737	\$1,544.80	\$40,303
	7	\$1,491.20	\$38,904	\$1,551.20	\$40,470	\$1,613.20	\$42,087
L2	1	\$1,516.80	\$39,572	\$1,577.50	\$41,156	\$1,640.60	\$42,802
	2	\$1,573.30	\$41,046	\$1,636.20	\$42,687	\$1,701.60	\$44,394
	3	\$1,631.70	\$42,570	\$1,697.00	\$44,274	\$1,764.90	\$46,045
	4	\$1,690.10	\$44,094	\$1,757.70	\$45,857	\$1,828.00	\$47,691
	5	\$1,748.80	\$45,625	\$1,818.80	\$47,451	\$1,891.60	\$49,350
	6	\$1,807.30	\$47,151	\$1,879.60	\$49,037	\$1,954.80	\$50,999
L3	1	\$1,918.50	\$50,052	\$1,995.20	\$52,053	\$2,075.00	\$54,135
	2	\$1,971.80	\$51,443	\$2,050.70	\$53,501	\$2,132.70	\$55,641
	3	\$2,025.30	\$52,839	\$2,106.30	\$54,952	\$2,190.60	\$57,151
	4	\$2,078.40	\$54,224	\$2,161.50	\$56,392	\$2,248.00	\$58,649
L4	1	\$2,185.50	\$57,018	\$2,272.90	\$59,298	\$2,363.80	\$61,670
	2	\$2,257.20	\$58,889	\$2,347.50	\$61,245	\$2,441.40	\$63,694
	3	\$2,329.20	\$60,767	\$2,422.40	\$63,199	\$2,519.30	\$65,727
L5	1	\$2,428.00	\$63,345	\$2,525.10	\$65,878	\$2,626.10	\$68,513
	2	\$2,501.50	\$65,262	\$2,601.60	\$67,874	\$2,705.70	\$70,590
	3	\$2,574.90	\$67,177	\$2,677.90	\$69,864	\$2,785.00	\$72,659
	4	\$2,648.20	\$69,090	\$2,754.10	\$71,853	\$2,864.30	\$74,728
L6	1	\$2,735.80	\$71,375	\$2,845.20	\$74,229	\$2,959.00	\$77,198
	2	\$2,806.50	\$73,220	\$2,918.80	\$76,149	\$3,035.60	\$79,197
	3	\$2,876.70	\$75,051	\$2,991.80	\$78,054	\$3,111.50	\$81,177

HEALTH SERVICE DISTRICT

OPERATIONAL STREAM

Classification Level	Pay Point	Wage Rates payable from 01/09/05		Wage Rates payable from 01/09/06		Wage Rates payable from 01/09/07	
		Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$
L1	1	\$799.70	\$20,864	\$859.70	\$22,429	\$919.70	\$23,994
	2	\$881.20	\$22,990	\$941.20	\$24,555	\$1,001.20	\$26,121
	3	\$963.20	\$25,129	\$1,023.20	\$26,695	\$1,083.20	\$28,260
	4	\$1,047.50	\$27,329	\$1,107.50	\$28,894	\$1,167.50	\$30,459
	5	\$1,132.20	\$29,538	\$1,192.20	\$31,104	\$1,252.20	\$32,669
	6	\$1,217.40	\$31,761	\$1,277.40	\$33,326	\$1,337.40	\$34,892
L2 (Age 21)	1	\$1,240.80	\$32,372	\$1,300.80	\$33,937	\$1,360.80	\$35,502
	2	\$1,279.20	\$33,373	\$1,339.20	\$34,939	\$1,399.20	\$36,504
	3	\$1,318.90	\$34,409	\$1,378.90	\$35,975	\$1,438.90	\$37,540
	4	\$1,358.20	\$35,434	\$1,418.20	\$37,000	\$1,478.20	\$38,565
	5	\$1,379.00	\$35,977	\$1,439.80	\$37,563	\$1,500.70	\$39,152
L3	1	\$1,381.50	\$36,042	\$1,441.50	\$37,608	\$1,501.50	\$39,173
	2	\$1,411.80	\$36,833	\$1,471.80	\$38,398	\$1,531.80	\$39,964
	3	\$1,442.90	\$37,644	\$1,502.90	\$39,210	\$1,563.00	\$40,778
	4	\$1,475.50	\$38,495	\$1,535.50	\$40,060	\$1,596.90	\$41,662
L4	1	\$1,539.70	\$40,170	\$1,601.30	\$41,777	\$1,665.40	\$43,449
	2	\$1,590.60	\$41,498	\$1,654.20	\$43,157	\$1,720.40	\$44,884
	3	\$1,642.50	\$42,852	\$1,708.20	\$44,566	\$1,776.50	\$46,348
	4	\$1,693.70	\$44,187	\$1,761.40	\$45,954	\$1,831.90	\$47,793
L5	1	\$1,739.80	\$45,390	\$1,809.40	\$47,206	\$1,881.80	\$49,095
	2	\$1,799.30	\$46,942	\$1,871.30	\$48,821	\$1,946.20	\$50,775
	3	\$1,859.10	\$48,503	\$1,933.50	\$50,444	\$2,010.80	\$52,460
	4	\$1,918.50	\$50,052	\$1,995.20	\$52,053	\$2,075.00	\$54,135
L6	1	\$2,005.30	\$52,317	\$2,085.50	\$54,409	\$2,168.90	\$56,585
	2	\$2,059.50	\$53,731	\$2,141.90	\$55,881	\$2,227.60	\$58,116
	3	\$2,114.40	\$55,163	\$2,199.00	\$57,370	\$2,287.00	\$59,666
L7	1	\$2,218.10	\$57,869	\$2,306.80	\$60,183	\$2,399.10	\$62,591
	2	\$2,273.40	\$59,311	\$2,364.30	\$61,683	\$2,458.90	\$64,151
	3	\$2,329.20	\$60,767	\$2,422.40	\$63,199	\$2,519.30	\$65,727
L8	1	\$2,362.50	\$61,636	\$2,457.00	\$64,101	\$2,555.30	\$66,666
	2	\$2,428.00	\$63,345	\$2,525.10	\$65,878	\$2,626.10	\$68,513
	3	\$2,565.90	\$66,942	\$2,668.50	\$69,619	\$2,775.20	\$72,403
L9	1	\$2,627.00	\$68,537	\$2,732.10	\$71,279	\$2,841.40	\$74,130
	2	\$2,687.90	\$70,125	\$2,795.40	\$72,930	\$2,907.20	\$75,847
	3	\$2,748.80	\$71,714	\$2,858.80	\$74,584	\$2,973.20	\$77,569
L10	1	\$2,876.70	\$75,051	\$2,991.80	\$78,054	\$3,111.50	\$81,177
	2	\$2,947.20	\$76,890	\$3,065.10	\$79,966	\$3,187.70	\$83,165
	3	\$3,017.70	\$78,730	\$3,138.40	\$81,879	\$3,263.90	\$85,153
	4	\$3,087.90	\$80,561	\$3,211.40	\$83,783	\$3,339.90	\$87,136

HEALTH SERVICE DISTRICT

DENTAL STREAM

Classification Level	Pay Point	Wage Rates payable from 01/09/05		Wage Rates payable from 01/09/06		Wage Rates payable from 01/09/07	
		Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$	Per Fortnight \$	Per Annum \$
Dental Officer	DO1	\$2,615.10	\$68,226	\$2,719.70	\$70,955	\$2,828.50	\$73,794
	DO2	\$2,682.10	\$69,974	\$2,789.40	\$72,773	\$2,901.00	\$75,685
	DO3	\$2,748.70	\$71,712	\$2,858.60	\$74,579	\$2,972.90	\$77,561
	DO4	\$2,876.70	\$75,051	\$2,991.80	\$78,054	\$3,111.50	\$81,177
	DO5	\$2,947.20	\$76,890	\$3,065.10	\$79,966	\$3,187.70	\$83,165
	DO6	\$3,017.80	\$78,732	\$3,138.50	\$81,881	\$3,264.00	\$85,155
	DO7	\$3,087.90	\$80,561	\$3,211.40	\$83,783	\$3,339.90	\$87,136
	DO8	\$3,162.70	\$82,513	\$3,289.20	\$85,813	\$3,420.80	\$89,246
	DO9	\$3,237.60	\$84,467	\$3,367.10	\$87,845	\$3,501.80	\$91,359
	DO10	\$3,341.90	\$87,188	\$3,475.60	\$90,676	\$3,614.60	\$94,302
	DO11	\$3,454.00	\$90,112	\$3,592.20	\$93,718	\$3,735.90	\$97,467
	DO12	\$3,566.10	\$93,037	\$3,708.70	\$96,757	\$3,857.00	\$100,626
	DO13	\$3,678.20	\$95,962	\$3,825.30	\$99,799	\$3,978.30	\$103,791
	DO14	\$3,819.80	\$99,656	\$3,972.60	\$103,642	\$4,131.50	\$107,788
	DO15	\$3,969.60	\$103,564	\$4,128.40	\$107,707	\$4,293.50	\$112,014
Dental Specialist	DS1	\$3,819.80	\$99,656	\$3,972.60	\$103,642	\$4,131.50	\$107,788
	DS2	\$3,969.60	\$103,564	\$4,128.40	\$107,707	\$4,293.50	\$112,014
	DS3	\$4,119.50	\$107,475	\$4,284.30	\$111,774	\$4,455.70	\$116,246
	DS4	\$4,269.30	\$111,383	\$4,440.10	\$115,839	\$4,617.70	\$120,472
	DS5	\$4,419.20	\$115,294	\$4,596.00	\$119,906	\$4,779.80	\$124,702
Senior Dental Specialist	SDS1	\$4,568.80	\$119,197	\$4,751.60	\$123,966	\$4,941.70	\$128,925
	SDS2	\$4,718.70	\$123,108	\$4,907.40	\$128,031	\$5,103.70	\$133,152

HEALTH SERVICE DISTRICT

BUILDING AND ENGINEERING SERVICES

Classification Level	Wage Rates payable from 01/09/05		Wage Rates payable from 01/09/06		Wage Rates payable from 01/09/07	
	Per Week \$	Per Annum \$	Per Week \$	Per Annum \$	Per Week \$	Per Annum \$
HBEA4	\$985.30	\$51,412	\$1,024.70	\$53,467	\$1,065.70	\$55,607
HBEA5	\$949.00	\$49,517	\$987.00	\$51,500	\$1,026.50	\$53,561
HBEA6	\$912.40	\$47,608	\$948.90	\$49,512	\$986.90	\$51,495
HBEA7	\$839.40	\$43,799	\$873.00	\$45,552	\$907.90	\$47,373
HBEA8	\$802.80	\$41,889	\$834.90	\$43,564	\$868.30	\$45,307
HBEA9	\$766.90	\$40,016	\$797.60	\$41,618	\$829.50	\$43,282
HBEA10	\$733.30	\$38,263	\$763.30	\$39,828	\$793.80	\$41,419
HBEA11	\$686.80	\$35,836	\$716.80	\$37,402	\$746.80	\$38,967
HBEA12	\$656.90	\$34,276	\$686.90	\$35,841	\$716.90	\$37,407
HBEA13	\$625.10	\$32,617	\$655.10	\$34,182	\$685.10	\$35,748

Clause 3(a) Leading Hand Allowance

In charge of not more than one (1) person	\$14.20	\$741	\$14.80	\$772	\$15.40	\$804
In charge of two (2) and not more than five (5) persons	\$31.40	\$1,638	\$32.70	\$1,706	\$34.00	\$1,774
In charge of six (6) and not more than ten (10) persons	\$39.90	\$2,082	\$41.50	\$2,165	\$43.20	\$2,254
In charge of more than ten (10) persons	\$53.40	\$2,786	\$55.50	\$2,896	\$57.70	\$3,011

Clause 3(b) Leading Hand Plumber Allowance

In charge of less than two (2) persons	\$23.30	\$1,216	\$24.20	\$631	\$25.20	\$1,315
In charge of two (2) and not more than four (4) persons	\$33.40	\$1,743	\$34.70	\$905	\$36.10	\$1,884
In charge of more than four (4) persons	\$47.00	\$2,452	\$48.90	\$1,276	\$50.90	\$2,656

SCHEDULE 2

INDUSTRIAL RELATIONS POLICIES (IRM's and MPH IRM's)

1. This schedule incorporates employment policies as terms of this Agreement.
2. The Mater Misericordiae Health Services Brisbane Limited (Mater) policies will not be amended without agreement by the parties.
3. The relevant policies are as follows:

IRM Number	Mater Public Hospital: MPH IRM	Matter
IRM 1.1	As per IRM 1.1	Permanent Employment
IRM 1.1-1	As per IRM 1.1-1	Appointments – Permanent &/or Temporary – Commonwealth and/or State funded programs
IRM 1.2	As per IRM 1.2	Temporary Employment / Fixed Term Appointments
IRM 1.4	As per IRM 1.4	Casual Employment
IRM 1.4-1	As per IRM 1.4-1	Loading for Casual Employees
IRM 2.1-15	N/A	Mental Health Allowance – Operational Stream Employees
IRM 2.1-20	N/A	Environmental Allowance – Mental Health High Security and Extended Secure Units
IRM 2.1-25	N/A	Aboriginal and Torres Strait Islanders Health Workers – Special Allowance
IRM 2.2-12	N/A	Accommodation Assistance – Rural and Remote Incentive
IRM 2.5-4	As per IRM 2.5-4	Compulsory Christmas/New Year Closure
IRM 2.6-7	As per IRM 2.6-7	Radiation Safety Act 1999 – Application and Licence Fees – “Use” Licences
IRM 2.7-35	As per IRM 2.7-35	Paid Meal Breaks for Certain Switch Attendants Who are Continuous Shift Workers or Sole Operators
IRM 2.7-36	As per IRM 2.7-36	Uniforms for Administrative Staff
N/A	MPH IRM 3.1	Workplace Bullying & Harassment
IRM 3.3-2	N/A	Access to Employees Record
IRM 3.5	MPH IRM 3.5	Grievance Resolution and EB Grievance Settling and Industrial Disputes
IRM 3.6-3	As per IRM 3.6-3	Union Encouragement Guidelines
IRM 4.2-3	MPH IRM 4.2.3	Commencing Rates Administrative Stream
IRM 4.4-6	As per IRM 4.4-6	Advancement – Administrative Stream Level 1 to Level 2
IRM 4.5	As per IRM 4.5	Higher Duties – District Health Services Employees Award and Public Service Award
IRM 4.8-1	As per IRM 4.8-1	Job Evaluation – Positions covered by the Classification and Remuneration System
IRM 11.1-2	As per IRM 11.1-2	Leave General - Wage Rate Payable for Leave and Termination Payment immediately following periods of higher duties
IRM 11.4-1	MPH IRM 11.4-1	Leave - Long Service Leave – Entitlement, Conditions, Pay in Lieu, Cash Equivalent, Casuals, Home Helps, Part-Time and Termination Pay

IRM Number	Mater Public Hospital: MPH IRM	Matter
IRM 11.5-4	As per IRM 11.5-4	Industrial Relations Education Leave
IRM 11.5-17	As per IRM 11.5-17	Special Leave Without Salary to Undertake Work with Relevant Union
IRM 11.7-2	MPH IRM 11.7-2 to 5	Parental Leave – including spousal, maternity and adoption leave
IRM 11.7-3	MPH IRM 11.7-2 to 5	Spousal Leave (paid and unpaid) including paid pre-natal leave
IRM 11.7-4	MPH IRM 11.7-2 to 5	Maternity leave (paid and unpaid) including paid pre-natal leave
IRM 11.7-5	MPH IRM 11.7-2 to 5	Adoption Leave (paid and unpaid) including paid pre-adoption leave

SCHEDULE 3

AWARDS INCORPORATED INTO THIS AGREEMENT

Relevant Awards incorporated into this Agreement are:

- a. *Building Trades Public Sector Award – State 2002*;
- b. *District Health Services Employees Award – State 2003*;
- c. *Engineering Award – State 2002*; and
- d. *Queensland Public Service Award – State 2003*.

Signed for and on behalf of the Australian
Building Construction Employees' and Builders
Labourers' Federation (Queensland Branch)
Union of Employees:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Liquor,
Hospitality and Miscellaneous Union,
Queensland Branch, Union of Employees:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Australian
Municipal, Administrative, Clerical and Services
Union, Central and Southern Queensland, Clerical
and Administrative Branch, Union of Employees:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Australian
Workers' Union of Employees, Queensland:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Automotive,
Metals, Engineering, Printing and Kindred
Industries Industrial Union of Employees,
Queensland:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Construction,
Forestry, Mining and Energy Industrial Union
of Employees, Queensland:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Electrical Trades
Union of Employees, Queensland Branch:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Federated Clerks
Union of Australia, North Queensland Branch
Union of Employees:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of
The Federated Engine Drivers and Firemen's
Association of Australasia, Union of Employees,
Queensland Branch:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Plumbers and Gasfitters Employees' Union, Queensland Branch, Union of Employees:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the
Queensland Nurses' Union of Employees:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Queensland
Public Sector Union, Union of Employees:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Transport Workers',
Union of Australia, Union of Employees
(Queensland Branch):

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the
Queensland Department of Health

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Mater Misericordiae
Health Services Brisbane Limited ACN: 096708922

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the
Health Rights Commission:

Print Name:

Signature

Date

In the presence of:

Signed for and on behalf of the Office of
Health Practitioner Registration Boards:

Print Name:

Signature

Date

In the presence of:
