

Our ref: INTC2026-1435354213-128164

Core Agreement Parties  
Secretaries of Unions

Dear Secretaries



***Without prejudice and subject to Government approval***

I write to you regarding the negotiations to replace the *State Government Entities Certified Agreement 2023* (current Agreement), which nominally expires on 30 June 2026.

I would like to begin by acknowledging the skill, hard work and dedication of the employees covered by this Agreement. Their contribution is critical to delivering and supporting services relied upon by the community. On behalf of Government, I thank them for their ongoing commitment and valued work.

I would also like to commend the parties on their positive and collaborative negotiations about important industrial matters and reaching this significant bargaining milestone. The Government looks forward to continuing open and constructive engagement to deliver a timely and fair outcome for all parties.

The Government seeks to secure in-principle agreement so that the first 3.5 per cent wage increase can be paid as soon as possible, work can commence on delivering the enhancements provided through this offer, and employees are provided certainty of terms and conditions of employment.

**The Offer**

The purpose of this correspondence is to outline the proposed package (the Offer) in full and final settlement of all employer and union claims. The Offer is made on a without prejudice basis and is subject to final endorsement by the Cabinet Budget Review Committee (CBRC).

This Offer reflects Government's commitment to ensuring it is an employer of choice, while also maintaining a clear focus on respecting taxpayers' money. The Offer, combined with the initiatives being delivered by this Government, provides adequate protections and fair conditions of employment. The Offer also supports the Government's vision for a stronger public service and supporting employees under the Agreement.

Please provide advice of your union's acceptance of the Offer as soon as possible and no later than 31 July 2026 to [core@oir.qld.gov.au](mailto:core@oir.qld.gov.au).

In-principle agreement is required from all unions by 31 July 2026, to maintain the first wage increase on 1 July 2026. If the Offer is not agreed in-principle by all unions by 31 July 2026, the Offer will lapse and negotiations will continue. Please note that the effect of Public Sector Wages Policy (PSWP) is that any further offers will contain the stipulation that the first wage increase date will be the first day of the month in which agreement is reached with all unions.

I invite you to discuss any element of the Offer where you require further clarification by contacting Ms Tara Armstrong, Acting Senior Director, Industrial Relations Public Sector, Office of Industrial Relations, on 0466 548 272.

## 1. Coverage

The *State Government Entities Certified Agreement 2026* (proposed Agreement) will continue to cover all existing employees of the current Agreement (**Attachment 1**).

## 2. Duration and date of operation

The proposed Agreement will:

- have a three-year term,
- operate from the date of certification, including any back payment of wages, and
- have a nominal expiry date of 30 June 2029.

Upon certification, the proposed Agreement will replace the *State Government Entities Certified Agreement 2023* and the current Agreement will be terminated.

## 3. Wages

In accordance with PSWP, the maximum headline wage increase available for each year of the proposed Agreement is **up to 3.5 per cent per annum**. This comprises a guaranteed wage increase each year and a potential additional wage increase through a CPI Uplift Adjustment (CUA) designed to respond to inflationary conditions.

This policy ensures that over the life of the proposed Agreement, employees will receive no less than an 8.5 per cent increase to their agreement wages (noting CUA has been triggered in year 1), and they may receive up to 10.5 per cent over the life of the proposed Agreement where further wage increases attributable to the CUA are payable.

Noting that the recent publication of the CPI measure has triggered the CUA, I can advise that if this Offer is accepted, the total increase employees will receive in year 1 of the proposed Agreement will be 3.5 per cent paid on the higher of the Award or Agreement rate as at nominal expiry of 30 June 2026. For the majority of employees under the proposed Agreement, this means that the first wage increase will be payable on the Award rate.

The minimum wage increases are as follows:

- 1 July 2026 – 3.5 per cent (comprising 3 per cent guaranteed increase and 0.5 per cent CUA)
  - noting the CUA has been triggered in year 1 as described above and below;
  - applied to the higher of the Award or Agreement rate being paid at the nominal expiry of the *State Government Entities Certified Agreement 2023*;
- 1 July 2027 - 2.5 per cent guaranteed increase (applied to the preceding Agreement rate of pay);
- 1 July 2028 - 2.5 per cent guaranteed increase (applied to the preceding Agreement rate of pay).

In addition to these guaranteed wage increases, where the relevant through-the-year March quarter CPI outcome (All Groups Brisbane) measure (the CPI measure) exceeds the relevant guaranteed increase under the proposed Agreement, a CUA will become payable up to the maximum amount of 3.5 per cent for each agreement year.

The CUA will be:

- based on the percentage difference between the guaranteed wage increase under the proposed Agreement for the agreement year and the relevant CPI measure as published by the Australian Bureau of Statistics from 2026 onwards;
- paid or payable where that CPI:
  - exceeds the 3 per cent increase in year one, providing a maximum additional 0.5 per cent;
  - exceeds the 2.5 per cent increase in years two and three, providing up to a maximum additional 1%;
- considered and treated as a wage increase under the proposed Agreement and applied to the rates payable from the date the guaranteed wage increase was payable i.e., it will go into base, be cumulative and relevant for future Agreement year increases.

Any other financial elements (e.g. allowances) of the proposed Agreement that grow in line with the wage increase, will grow in accordance with the increases (including CUA if triggered) outlined above. This includes the Accredited Qualification Framework (AQF) remuneration.

This Offer proposes to retain the provision within the current Agreement (clause 2.11(6)) that provides for award rates to be paid if they exceed agreement rates during the life of the agreement.

The wage increase dates as set out above will be maintained where in-principle agreement is reached by all parties by 31 July 2026. If in-principle agreement is not reached between all of the parties by 31 July 2026, PSWP stipulates that the first wage increase date will be the first day of the month in which the parties reach in-principle agreement and subsequent wage increases yearly thereafter.

Notwithstanding the above, a person must be employed under the proposed Agreement on or after certification to be entitled to any wage increases.

All reasonable efforts will be made to ensure certification occurs in a timely manner, subject to Government approval processes and legislative requirements. Further, the first wage increase of 3.5 per cent will be paid to relevant employees as quickly as possible after certification of the proposed Agreement.

#### **4. Central and entity specific matters**

During the course of the negotiations, the employer and union parties discussed interests broadly relevant to: emerging technologies; workload management, working arrangements; training and development; workforce mobility; and workplace health and safety.

The Offer includes a range of enhancements for employees, including commitments designed to support the parties to progress these important matters collaboratively.

The elements that form part of this Offer are detailed in **Attachment 2** (central matters) and **Attachment 3** (entity specific matters). Each section identifies which matters are to be included as a provision within the proposed Agreement and the commitments which will be implemented outside of the Agreement.

The commitments that are identified for implementation outside of the Agreement include, for example, operational, policy or workforce management matters. For the avoidance of doubt, such commitments are equally important as those industrial matters proposed to be included within the proposed Agreement and will be implemented accordingly.

#### **5. No further claims**

The parties agree to the retention of a no further claims clause.

#### **6. Other matters**

If a matter is not expressly dealt with in this Offer, the terms of the current Agreement are taken to continue in the proposed Agreement, subject to necessary updates for minor technical or administrative matters in the body and appendices.

The final draft Agreement will be subject to a comprehensive review of content to ensure ongoing relevance, understanding and application of provisions. However, will not be expanded beyond what is agreed between the parties.

Should you wish to discuss this Offer further, I invite you to contact Ms Tara Armstrong, Acting Senior Director, Industrial Relations Public Sector, Office of Industrial Relations, on 0466 548 272 or via email to [tara.armstrong@oir.qld.gov.au](mailto:tara.armstrong@oir.qld.gov.au).

Yours sincerely



Megan Barry  
**Deputy Director-General**  
**Office of Industrial Relations**  
30/6/2026

Enc (3)

## **Attachment 1 - Entities covered by the proposed *State Government Entities Certified Agreement 2026***

- Arts Queensland;
- Coexistence Queensland (formerly Gasfields Commission Queensland);
- Crime and Corruption Commission (employees appointed pursuant to section 254 of the *Crime and Corruption Act 2001*, other than employees appointed under a written contract of employment in accordance with section 254(4) of the Act);
- Department of Environment, Tourism, Science and Innovation;
- Department of Families, Seniors, Disability Services and Child Safety (only Seniors and Disability Services employees);
- Department of Housing and Public Works (including QBuild Office staff, excluding all other commercialised business units);
- Department of Justice;
- Department of Local Government, Water and Volunteers;
- Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development;
- Department of Primary Industries;
- Department of Sport, Racing and Olympic and Paralympic Games (including the Office of Racing);
- Department of State Development, Infrastructure, and Planning;
- Department of the Premier and Cabinet;
- Department of Trade, Employment and Training;
- Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism (including Family Responsibilities Commission, and the Office of the Commissioner under the *Meriba Omasker Kaziw Kazipa (Torres Strait Islander Traditional Child Rearing Practice) Act 2020*);
- Department of Youth Justice and Victim Support (only Victim Assist employees);
- Economic Development Queensland;
- Electoral Commission of Queensland;
- Industrial Registry;
- Legal Aid Queensland;
- National Injury Insurance Agency, Queensland;
- Office of the Queensland Integrity Commissioner;
- Office of the Director of Child Protection Litigation;
- Office of the Energy and Water Ombudsman;
- Office of the Governor;
- Office of the Inspector General Emergency Management;
- Office of the Public Guardian (including Community Visitors employed pursuant to the *Public Guardian Act 2014*);
- Office of the Queensland College of Teachers;
- Office of the Queensland Parliamentary Counsel;
- Public Sector Commission;
- Public Trust Office;
- QLeave;
- Queensland Academy of Sport;
- Queensland Arts Gallery and Gallery of Modern Art;
- Queensland Audit Office;
- Queensland Building and Construction Employing Office;

- Queensland Corrective Services (excluding those employees covered by the *Queensland Corrective Services – Correctional Employees’ Certified Agreement 2021* or any agreement/determination that replaces this agreement applies);
- Queensland Curriculum and Assessment Authority;
- Queensland Family and Child Commission;
- Queensland Fire Department (excluding staff to whom the *Queensland Fire Department Certified Agreement 2025* or any agreement/determination that replaces this agreement applies);
- Queensland Human Rights Commission;
- Queensland Museum;
- Queensland Parliamentary Service (excluding Electorate Officers and Assistant Electorate Officers);
- Queensland Productivity Commission;
- Queensland Racing Integrity Commission;
- Queensland Reconstruction Authority;
- Queensland Rural and Industry Development Authority;
- Queensland Treasury (including Motor Accident Insurance Board and the Queensland Revenue Office);
- Residential Tenancies Employing Office;
- Resources, Health and Safety Queensland Employing Office;
- Safe Food Production Queensland;
- State Library Queensland; and
- Trade and Investment Queensland.

**Attachment 2 – Central matters that form part of the Offer for the proposed *State Government Entities Certified Agreement 2026***

*Without prejudice and subject to Government approval*

Ref	Matter	Offer
1	<b>Mobility</b>	A clause in the Agreement supporting the uptake of mobility arrangements within existing frameworks where appropriate and consistent with service delivery priorities.
2	<b>Coverage</b>	A clause in the Agreement regarding the impact of machinery of government changes on agreement coverage, including that this Agreement is regarded as the default for coverage purposes.
3	<p><b>Workload management and accrued time</b></p> <p>The Offer components recognise the importance of workload being actively managed at a local level, supported by tools tailored to entity circumstances and provides visibility of issues at the entity consultative committees including actions to manage excessive accrued time and time off in lieu (TOIL) balances.</p>	<p><b>Workload Management</b></p> <p>Update Part 16 of the Agreement (Workload Management) to:</p> <ul style="list-style-type: none"> <li>• Identify the Public Sector Commission (PSC) will review the workload management tool in consultation with entities and unions, focusing on proactive workload management (to be finalised within 12 months of certification);</li> <li>• Require that entities must adopt, or adapt to an equivalent standard, the Queensland Government Workload Management Tool;</li> <li>• Require entities to promote awareness of the process and tools available to raise and manage workload, including at a minimum to annually to communicate to the workforce about the workload management tool;</li> <li>• Emphasise the importance of proactive workload management by employer and employees;</li> <li>• Encourage positive, collaborative and productive discussions about workload with a focus on local level resolution;</li> <li>• Include workload management as standing agenda item for agency consultative committees; and</li> <li>• State that where the union requests the provision of vacancy data to assist in the constructive resolution of a particular workload issue that has been escalated to the agency consultative committee, data should be provided to inform positive, collaborative and productive discussions. Requests for vacancy data must be reasonable in scope, specific to the issue and not broad in nature.</li> </ul> <p>Outside the Agreement:</p> <ul style="list-style-type: none"> <li>• In developing the tool, and in consultation with relevant stakeholders, the PSC will take into account considerations relevant to the complexity and size of caseloads where applicable.</li> </ul> <p><b>Accrued time</b></p> <p>Update clause 2.9(5) of the Agreement (Hours of Work) to:</p> <ul style="list-style-type: none"> <li>• Include accrued time hours forfeiture reports as a standing agenda item for agency consultative committees; and</li> </ul>

		<ul style="list-style-type: none"> <li>• Require discussion at agency consultative committees in relation to the reports, including strategies to manage identified issues, in order to meet obligations in accordance with clauses 2.9(5) and 16(2) of the current agreement.</li> </ul> <p>Outside the Agreement (within 6 months of certification):</p> <p>In relation to entities' hours of work policies:</p> <ul style="list-style-type: none"> <li>• They will be reviewed to determine if the accrued time framework is consistent with industrial provisions and in particular require updating of any limit imposed on the carryover of accrued time to the next work cycle;</li> <li>• An appendix to the policy will be developed to guide management of accrued time and TOIL balances, in consultation with the agency consultative committee. This will include a reference to: <ul style="list-style-type: none"> <li>○ The positive obligation on employers and employees to manage accrued time balances and access to balances with the intention of avoiding forfeiture in accordance with clause 2.9(5);</li> <li>○ Workload management obligations and clause 16(2) of the current agreement regarding the opportunity to access accrued time and TOIL;</li> </ul> </li> <li>• Entities will review accrued time hours forfeiture reports to identify work units with high balances and ensure focused strategies are implemented; and</li> <li>• Entities will publish guidance for employees and decision makers in relation to the process and considerations relevant to any discretionary provisions under the relevant instrument to pay overtime instead of TOIL (including overtime as a result of on call) to employees above AO5.4 who are authorised to work overtime. This extends on guidance already developed and provided to entities by the Office of Industrial Relations (OIR), with the intention of making it more visible to decision makers and employees.</li> </ul>
<p><b>4</b></p>	<p><b>Job Evaluation Management System (JEMS)</b></p> <p>The Offer components respond to concerns raised regarding the consistency of experience, timeliness and transparency of JEMS review processes.</p> <p>They build on the requirement in the current Agreement for each entity to have an established process in relation to</p>	<p>Outside the Agreement:</p> <ul style="list-style-type: none"> <li>• In consultation with unions, the OIR and PSC will develop guidance for entities about the content of their JEMS review process, with reference as appropriate to the Design Principles approved in 2004. The guidance will focus on practical information in relation to the JEMS review process.</li> <li>• In developing the guidance, the parties acknowledge: <ul style="list-style-type: none"> <li>○ There may not be historical assessments for positions that can be considered as part of a JEMS review process;</li> <li>○ While there should be a record keeping system that pays due regard for confidentiality, it is noted that a JEMS assessment pertains to a position and not an individual employee and as such privacy principles regarding personal information are unlikely to be relevant to the assessment;</li> <li>○ In accordance with clause 17.1(4) the relevant union may raise concerns on behalf of an employee or group of employees and processes will provide the opportunity for consultation with the</li> </ul> </li> </ul>

	<p>JEMS (referred to as a 'review process' or 'JEMS review process').</p>	<p>relevant union/s and may include a union representative as part of the process; and</p> <ul style="list-style-type: none"> <li>○ Processes should provide for reviews to be managed in reasonable timeframes having regard to the complexity of a matter and degree of consultation undertaken. Such timeframes may be agreed prior to commencement of the process and updates be provided to affected employees and unions (where relevant) in the event of delays.</li> </ul> <p>Update Part 17 of the Agreement (Fair Career Paths) to:</p> <ul style="list-style-type: none"> <li>• Require entities to review their JEMS review process, in consultation with relevant agency consultative committee, having regard to the guidance provided by the OIR and PSC;</li> <li>• Require entities to publish their reviewed JEMS review process to support awareness; and</li> <li>• State that JEMS review processes are to be undertaken in a timely manner with updates to affected employees and unions where timeframes are extended.</li> </ul>
<p>5</p>	<p><b>Flexible work</b></p> <p>The Offer components in relation to flexible work acknowledges its benefits, supports interest-based discussions, genuine consideration and timely written responses to requests.</p> <p>The intention is to support consistency in the employee experience through guidance for managers considering a request.</p>	<p>Update Part 20 of the Agreement (Work/life Balance) to:</p> <ul style="list-style-type: none"> <li>• Acknowledge well-designed flexible and agile work can support productivity, needs of individuals, teams, customers, leaders and organisations;</li> <li>• Encourage flexible work discussions as part of professional development discussions, noting while adjustments may be made it is not the intention that such discussion disturbs arrangements prior to pre-existing review dates;</li> <li>• Provide that discussions about flexible work arrangements should be approached constructively and respectfully, with both parties encouraged to communicate openly and understand relevant interests and circumstances, having regard to individual, team and organisational needs.</li> <li>• State that the <i>Industrial Relations Act 2016</i> (IR Act) requires, and Government expects genuine consideration of flexible work requests and that the employer may grant a request in part or subject to conditions, or refuse the request, only on reasonable grounds, and that these grounds must be outlined in a written decision; and</li> <li>• State that employee must be provided written notice of a decision within 21 days after receiving the request.</li> </ul> <p>Outside the Agreement:</p> <ul style="list-style-type: none"> <li>• Entity flexible work policies will be updated to ensure the IR Act requirements are clear, including for written notice of a decision to be provided within 21 days of the request. Union consultation will be taken to have occurred if this is the only update made; and</li> <li>• The OIR and PSC will develop a template guide for management discussions, including responses, regarding flexible work.</li> </ul>
<p>6</p>	<p><b>Emerging Technologies</b></p>	<p>A clause in the Agreement acknowledging:</p>

	<p>In recognition of the rapidly evolving nature of Artificial Intelligence (AI), the Offer components support agencies to consult appropriately about its introduction.</p>	<ul style="list-style-type: none"> <li>• Emerging technologies such as Artificial Intelligence (AI) will continue to evolve and their impact on work remains subject to existing mechanisms that facilitate consultation, protect employment security and assess work value;</li> <li>• As both a strategic and operational consideration for Government, the implementation of AI will be managed through suitable governance, risk management and decision-making frameworks in place;</li> <li>• AI is intended to empower employees to improve the provision of services to the community and support workload management, not a means to reduce workforce; and</li> <li>• Where the employer requires an employee to obtain new skills to perform their job, training will be provided within work time, in a manner appropriate to the workforce and skills to be obtained that are necessary for their work.</li> </ul> <p>Update Part 21 of the Agreement (Introduction of Technology/Future of Work) to:</p> <ul style="list-style-type: none"> <li>• Include emerging technology/AI as a standing agenda item for agency consultative committees;</li> <li>• Require AI use in Human Resource processes to be raised at agency consultative committees; and</li> <li>• Allow unions to raise local AI implementation suggestions on behalf of employees for consideration at agency consultative committees (noting information technology proposals remain subject to usual procurement, budget and information security controls).</li> </ul> <p>Outside the Agreement:</p> <ul style="list-style-type: none"> <li>• The OIR with PSC and the Department of Customer Services, Open Data and Small and Family Business (CDSB) will develop consultation guidelines to provide examples of how consultation should occur in accordance with existing obligations in the context of AI proposals.</li> </ul>
<p><b>7</b></p>	<p><b>On-call</b></p> <p>The Offer components include further guidance, beyond what already exists in relation to industrial instrument entitlements, to be developed to provide employees greater clarity in on-call situations.</p>	<p>Outside the Agreement:</p> <ul style="list-style-type: none"> <li>• Within 3 months of certification, the OIR will identify the topics that entities must cover in the on-call guidelines that are required by clause 2.10 of the Agreement, including expectations for: <ul style="list-style-type: none"> <li>○ Fatigue management;</li> <li>○ Arrangements where more than one employee is on-call;</li> <li>○ Work that should be completed, responded to or prioritised when on-call;</li> <li>○ Resources available for employees on-call; and</li> </ul> </li> <li>• Entities will update their on-call guidelines in consultation with agency consultative committees so that they cover the topics identified by the OIR, where appropriate to workforce.</li> </ul>
<p><b>8</b></p>	<p><b>Sick leave for medical appointments</b></p>	<p>Outside the Agreement:</p> <p>The OIR will provide the below guidance to entities, for adaption and dissemination to managers and employees in that entity:</p>

	<p>This Offer component intends to dispel the myth that sick leave is unable to be accessed for any planned medical appointment.</p>	<ul style="list-style-type: none"> <li>• The planned or unplanned nature of an appointment is not necessarily a determinative factor for sick leave;</li> <li>• Sick leave is conditional upon an employee promptly notifying their employer of 'any illness that will cause them to be absent from work' in accordance with the IR Act; and</li> <li>• Whether a medical appointment will be an appropriate basis for sick leave should be considered on a case-by-case basis and on its own merits, having regard to the IR Act and any relevant industrial instrument.</li> </ul>
9	<p><b>Study and Research Assistance Scheme (SARAS)</b></p> <p>This Offer component addresses inconsistent practices across entities and better supports employees seeking to commit financially to relevant study.</p>	<p>Update Part 3 of the Agreement (Training and Development) to:</p> <ul style="list-style-type: none"> <li>• Include a statement that employees may apply and secure approval for SARAS prior to enrolment in a course or subject, noting the application for re-imburement continues to occur after successful completion.</li> </ul>
10	<p><b>Psychosocial Hazards</b></p> <p>The Offer components acknowledge the importance of managing psychosocial hazards and risks in the workplace, including violence and client aggression.</p>	<p>Update Part 28 of the Agreement (Psychosocial Hazards) to:</p> <ul style="list-style-type: none"> <li>• Note that Work Health and Safety (WHS) Committees have an important role in the identification and management of psychosocial hazards and risks in the workplace. Where matters are raised in an agency consultative committee, they should be referred to the WHS Committee, or <i>appropriate</i> area. Where serious concerns are raised, the agency consultative committee should engage in discussions to ensure sufficient information is obtained for referral to the appropriate area, and a report back provided to the agency consultative committee if required.</li> </ul> <p>Update Part 24 of the Agreement (Client Aggression) to:</p> <ul style="list-style-type: none"> <li>• Recognise the Managing the risk of psychosocial hazards at work Code of Practice 2022 identifies that violence and aggression are common psychosocial hazards that arise from, or are related to, work; and</li> <li>• Employees are encouraged to report or raise psychosocial hazards, noting early reporting can ensure risks are managed before they cause harm.</li> </ul> <p>Outside the Agreement:</p> <ul style="list-style-type: none"> <li>• Each entity will provide at the first agency consultative committee meeting after certification: a contact (e.g. name, position or email address) who is responsible for workplace health and safety matters.</li> </ul>

<p><b>11</b></p>	<p><b>Contact and call centre environments</b></p> <p>The initiatives are designed to provide central direction for matters specific to contract and call centre environments, while allowing entities to tailor management of those matters to their unique workplaces. Accountability is support through agency consultative committee processes.</p>	<p>Outside the Agreement:</p> <ul style="list-style-type: none"> <li>• The OIR will develop a checklist for entities to provide guidance about matters that require consideration in a contact or call centre environment.</li> <li>• After certification, entities with contact or call centre environments will table at the relevant agency consultative committee, a statement outlining how they will manage the matters referenced in the OIR's checklist for their specific contact or call environment/s.</li> <li>• Separately, the agency consultative committee is to agree the activities required for readiness to commence duty in accordance with clause 2.9(3) of the Agreement.</li> </ul>
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**Attachment 3 – Entity specific matters that form part of the Offer for the proposed State Government Entities Certified Agreement 2026**

*Without prejudice and subject to Government approval*

<p><b>Department of Primary Industries (DPI)</b></p>
<p><b>Queensland Boating and Fisheries Patrols (QBFP)</b></p>
<p>DPI provides a commitment to the following outside the Agreement:</p> <ul style="list-style-type: none"> <li>• Develop an on-call procedure for QBFP within 12 months of certification in consultation with the union.</li> <li>• Include in the roster review consideration of rosters being developed in a way to minimise disruption to circadian rhythms and social impacts.</li> <li>• Include in the roster review information that supports flexibility for QBFP employees by allowing Rostered Days Off (RDOs) to be taken as either a part day (minimum 4 hours) or full day (8 hours). Applications for part day RDOs are to be considered subject to operational requirements.</li> <li>• Include in the roster review information that supports a minimum of 48 hours' notice should scheduled days off (SDO) change, noting this would only occur in exceptional circumstances.</li> <li>• Include in the roster review clarification relating to when meal breaks on patrol can be inclusive of hours of duty in accordance with the provisions prescribed in the Award. This will not result in any diminution of current practices.</li> <li>• Confirm the intent of the current Alongside Accommodation allowance provision is to provide the allowance where an employee travels from another centre and stays on board the night prior to commencing sea surveillance duties.</li> </ul>
<p><b>National Fire Ant Eradication Program (NFAEP)</b></p>
<p>DPI provides a commitment to the following outside the Agreement:</p> <ul style="list-style-type: none"> <li>• That NFAEP will undertake a formal risk assessment within three months of a successful ballot of employees, in consultation with employees, to determine appropriate first aid facilities and services across workplaces. Following a successful ballot of employees, and while the risk assessment is being undertaken, NFAEP Team Leaders may apply for payment of the First Aid allowance in accordance with the Award where they:             <ul style="list-style-type: none"> <li>○ meet the qualifying requirements; and</li> <li>○ are required to perform first aid duties as outlined in the Emergency Response and First Aid Procedure.</li> </ul> </li> <li>• To support NFAEP employees by developing a Policy and time sheeting system that supports flexibility by allowing RDOs to be taken as either a part-day (minimum 4 hours) or a full day (8 hours). Applications for part-day RDOs to be considered subject to operational requirements.</li> <li>• To ensure the adequacy and effectiveness of personal protective equipment (PPE) provisions for NFAEP employees, DPI will conduct an initial audit to assess current practices, compliance and areas for improvement. The findings from this inaugural audit will inform the development of an ongoing cycle. This approach ensures a targeted and evidence-based strategy for maintaining and enhancing PPE standards.</li> </ul>
<p><b>Forest Products</b></p>
<p>As DPI no longer provide Fire Support, clause 2.4 "Fire Management" of the existing Appendix 5 is no longer relevant and will be removed.</p>
<p><b>Department of Environment, Tourism, Science and Innovation (DETSI)</b></p>
<p>DETSI provides a commitment to the following in relation to Rangers under the <i>Parks and Wildlife Employees Award 2016</i> (PWEA) outside the Agreement:</p> <ul style="list-style-type: none"> <li>• Review the OO3 to OO4 progression scheme, including potential to increase the allocation - noting there is not any regional experience requirement in the current policy.</li> </ul>

- Upon finalisation of the Parks and Wildlife Employees Award (PWEA) Hours of Work Policy, the department will raise awareness and education of the ability to access flexible Rostered Days Off (RDOs).
- Review safety equipment for standard vehicles and bases through the Ranger Forum, within the first 12 months of the agreement.
- Review personal protective equipment (PPE) through the Ranger Forum, within the first 12 months of the agreement.
- Review the introduction of respiratory health checks within first 12 months of the agreement, through the Ranger Forum.
- Provide joint education with the Union about the application of the live/raw sewerage provisions in clause 13.6 of the PWEA.
- Provide joint education with the union about the availability of domestic travelling and relieving expenses in Directive 13/23 when accommodation is unavailable on fire deployment.

### **Department of Housing and Public Works (DHPW)**

DHPW provides a commitment to the following outside the Agreement:

- In addition to the central Offer components relating to JEMS review processes:
  - The department supports the development of a JEMS procedure that details the process when employee/s raise concerns about the work value of their role/s, in consultation with the union;
  - The department also reconfirms its continued engagement with relevant employees involving the Target Operational Model project occurring in the Housing and Homelessness Services' Division.
- In addition to the central Offer components relating to workload management:
  - The department supports workload management being an item in consultative committee forums within the department;
  - The department also reconfirms its continued engagement with relevant employees involving the Target Operational Model project occurring in the Housing and Homelessness Services' Division.
- In addition to the central offer components relating to accrued time:
  - The department supports reviewing its hours of work policy to include positive obligations for managers/supervisors and employees to manage accrued time and have discussions with employees with the intention of avoiding forfeiture;
  - The department supports ATL being an item in consultative committee forum/s within the department.
- In relation to wet weather and footwear in Housing and Homelessness Services roles:
  - The department is committed to complying with relevant workplace health and safety legislation to direct activities and resources effectively and responsibly to ensure healthy, safe and productive lives;
  - The department is committed to ensuring effective risk management practices are in place with respect to climatic conditions, noting managers/ supervisors, and employees all have responsibilities;
  - The department is prepared to evaluate existing risk management practices relating to wet weather and footwear in Housing and Homelessness Services roles, noting personal protective equipment (PPE) is only one control measure in the risk management workplace health and safety framework.
- In addition to the central Offer components relating to customer and call centre environments:
  - The department encourages managers/supervisors and employees to discuss appropriate management of administrative tasks within core business hours;
  - The department supports Housing Service Centres non-contact time being an item in consultative committee forum/s within the department.

### **Department of Justice (DoJ)**

DoJ provides a commitment to the following outside the Agreement:

- To review the Hours of Work Policy with inclusion of guidance for the management of ATL balances.
- In the Hours of Work Policy review, consider how employees who have given notice in a resignation process are supported/enabled to take accrued time during the notice period.
- Provide education to managers and employees on policy once finalised and ongoing monitoring of forfeiture reports.
- Review current carry over limits for accrued time.
- Provide a key contact (e.g. name, position or email address) who is responsible for workplace health and safety matters, at the first Agency Consultative Committee after certification.
- Review the non-standard day arrangements for compliance officers in the Office of Liquor and Gaming Regulation – outlined at Part 2 of Appendix 9. The review will be completed within 18 months of certification and will consider:
  - the history of the provisions; and
  - the intended operation of the provisions,
 to ensure there is a shared understanding of the interpretation, current practical application (consistent with the provisions) and consider whether any clarification in relation to provisions is required. If required, the parties will develop a guidance document to sit alongside the Appendix to provide clarity on the operation of clauses, including any particular matters that might be ambiguous.

#### **Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development (DNRMMRRD)**

DNRMMRRD provides a commitment to the following outside the Agreement:

- Maintain the current departmental policy which provides for professional registration reimbursement where this is mandatory and funding for required Continuing Professional Development, with a commitment to the Workforce Relations team undertaking ongoing annual reviews in consultation with the union to ensure responsiveness to emerging professional requirements.
- Continue to promote the current progression framework for the Professional stream (PO2(6) to PO3(1)) and Technical stream (TO2(6) to TO3(1)), while continuing to strengthen career mobility, capability development, and succession planning. Employee progression will be supported through existing mechanisms, including development planning processes, Study and Research Assistance, and targeted mobility opportunities where appropriate, as well as annual communications targeted to AO2 to AO4 employees regarding Accredited Qualifications Framework (AQF) remuneration in the agreement to support awareness and uptake.

#### **Queensland Fire Department (QFD)**

QFD provides a commitment to the following in relation to Fire Heavy Vehicle Workshop employees outside the Agreement:

- Undertake a review of QFD Fire Heavy Vehicle Workshop Cohort Employees to better map the skills required against the classification scale to ascertain what training and certificates are available within the life of the Agreement. Any options or recommendations arising out of the review will be subject to Government consideration and approval processes, including where there are cost implications or implementation is proposed as part of the replacement to the 2026 Core Agreement.
- Complete the following initiatives during the life of the proposed Agreement through the QFD specific Agency Consultative Committees:
  - Development of an entitlements guideline to provide clarification on available entitlements.
  - Development of an on-call guideline to provide clarity around on-call provisions and scenarios.
  - An audit of tools currently available in the mechanical workshops to identify any potential additional tool allocation requirements.
  - A review of personal storage facilities at each workshop to ensure that appropriate facilities are available for secure storage of personal belongings.

- Introduction of audiometric testing for workers within three months of the employee commencing the work in line with section 58 of the Work Health and Safety Regulations 2011. QFD seeks support to facilitate the Fire Heavy Vehicle Workshop Cohort Employees as the initial pilot group for the roll out of the audiometric testing in QFD.
- QFD is committed to excellence, achieved by creating a positive and encouraging work environment in which employees can operate effectively, achieve success and satisfaction in their work and contribute to the achievement of the Department's strategic and operational priorities. To support this the QFD has developed achievement and development plan (ADP) templates. To further enhance the ADP, QFD proposes to consider the creation of an ADP to specifically address the needs of the QFD Fire Heavy Vehicle Workshop Cohort employees.

### **Queensland Corrective Services (QCS)**

QCS provides a commitment to the following outside the Agreement:

- Provide additional training for AO and PO employees to ensure staff are equipped to undertake their roles.
- Continuing to support employees in their professional development and to communicating and encouraging staff to utilise the AQF entitlement and SARAS where appropriate.
- In accordance with Part 17.7(4) QCS re-commits to implementing a JEMS review process to allow employees, or their union, to raise concerns about the work value assessment of their position.
- Positive, collaborative and productive discussions about workload with a focus on local level resolution, and commits to include workload management as a standing agenda item for Agency Consultative Committees.

### **Department of Families, Seniors, Disability Services and Child Safety (DFSDSCS) (Seniors and Disability Services only)**

DFSDSCS provides a commitment to the following outside the Agreement:

- Provide education to employees and management on the following matters to ensure awareness:
  - The ability to take accrued time worked (ATW) with Team Leader approval and subject to operational convenience, in accordance with the recently updated Shift Rostering Guidelines.
  - The provision of resources to ensure that adequate transportation is provided between locations.
  - The handover requirements, including the provision within the *Award for Operational Employees in Disability and Forensic Services – State 2016* (clause 15.1(f)) and approval process for overtime worked beyond 15 minutes.
  - The existing policies and procedures that may support career development, such as transfer at level, professional development agreements, and training and development.
- A review of the current handover procedure in consultation with the relevant parties to explore operational improvements or alternative approaches to make handovers more efficient. The review will also consider the current approval process for overtime being paid for handovers that require longer than 15 minutes.
- In relation to the attraction and retention of employees, the following commitments in consultation with the relevant parties:
  - The development of appropriate resources to support attraction and retention of all roles in Disability Services Accommodation Support (DSAS);
  - The development of questions that may be utilised by recruitment panels that focus on the requirements and capabilities of the Residential Care Officer (RCO) role, in the context of day-to-day duties;
  - A review of the induction program to identify any further opportunities to reinforce the day-to-day duties and requirements of the RCO role.
- A statewide review of the OO4 Direct Service Support Officer roles to ensure consistency in roles and responsibilities across all service centres.

- A review of the High Intensity Personal Daily Activities (HIPDA) Manager Endorsed Trainer process to determine whether experienced RCOs' should be approved trainers for a participant's specific plan.
- All reviews committed to will commence within six months of certification of the Agreement and will conclude in a timely manner.
- Continue to work with Workplace, Health and Safety to further identify and review risk tools and training of staff, and monitor changing support needs of participants to ensure risks to staff are appropriately mitigated.
- Continue to modernise the department's service delivery framework through streamlining paper-based process and supporting staff to adopt contemporary ways if working through appropriate training.

In addition to the above, as Queensland's transition to the National Disability Insurance Scheme (NDIS) is complete and DSAS is a NDIS provider, clause 7.5 of the existing agreement is no longer relevant and will be removed. It is noted that the employment security, contracting out and organisational change provisions in the relevant industrial instruments continue to apply.

#### **Department of Local Government, Water and Volunteers (DLGWV)**

- DLGWV provides a commitment to the following in relation to field work undertaken by the Water Monitoring and Aquatic Ecology teams outside the Agreement:
  - Continue to undertake camping equipment checks prior to each trip plan and streamline the process for payments under *Directive 13.23 Domestic Travelling and Relieving Expenses*.
  - Review the fatigue management framework for this cohort as follows:
    - The review will be undertaken in consultation with relevant Water Monitoring and Aquatic Ecology employees, relevant parties and the Health, Safety and Wellbeing team, and completed within six (6) months of certification of the agreement.
    - The intention of the review is to strengthen existing fatigue risk mitigations and provide practical support to managers, employees and delegates in managing the unique circumstances of extended field work. This includes proactive planning and consistent application of control measures for work attendance and workload management at the end of field trips of 10 days or more.
    - Education will be provided to employees, managers and decision makers once the framework is finalised.
    - The framework will be subject to ongoing monitoring and evaluation to ensure its effectiveness in consultation with the Agency Consultative Committee.
- DLGWV also commits to support career progression of all employees by promoting and enhancing opportunities through the current professional officer progression framework, utilising Study and Research Assistance, and promoting development opportunities through ongoing Performance and Development Agreement discussions. This may include consideration of secondment and mobility opportunities to other agencies.

#### **Queensland Audit Office (QAO)**

- As the matters referred to in clauses 1 and 3 of the current Appendix 20 are finalised, they will be removed from the replacement Agreement.
- Clauses 2 and 4 of the current Appendix 20 will be retained in the proposed Agreement, with relevant amendments, to provide the following for employees covered by the appendix:
  - QAO will continue to apply the conditions and entitlements that were contained in directives made or continued under the *Public Sector Act 2022*, to the extent those conditions and entitlements have been incorporated into QAO policies as at the date of certification of this Agreement, for the life of the Agreement; and
  - In consultation with the union, QAO will consider the appropriateness of the application of any updated or new directives made after the date of certification of this Agreement.

