

EXPLANATORY NOTES

Proposed *Department of Education Certified Agreement 2025*

**This document reflects the changes in the proposed agreement compared with the current agreement.
This document must be read in conjunction with the proposed agreement.**

These Explanatory Notes are relevant for the Department of Education.

Introduction

1. In this document reference to the ‘current agreement’ means the *Department of Education Certified Agreement 2022* and reference to the ‘proposed Agreement’ means the proposed *Department of Education Certified Agreement 2025*.
2. This document is in numerical order according to the clause numbers in the proposed Agreement. Unless specified otherwise, the explanatory notes are referring to the proposed Agreement clauses. An explanation of how the provision or entitlement has translated from the current agreement to the proposed Agreement is included.
3. Technical changes have been made throughout the proposed Agreement that are not included in the explanatory notes, including:
 - (a) changes to address grammar and formatting (e.g. consistent use of capital letters and numbering);
 - (b) updates to previous implementation/effective dates of provisions that are to continue, where required; and
 - (c) updates to legislation references throughout the proposed Agreement, where required.
4. Clause numbers may vary from the current agreement due to the removal of some clauses, introduction of new clauses and reordered/restructuring of existing parts and clauses.
5. This document is to be read in conjunction with the explanatory materials explaining the Consumer Price Index Uplift Adjustment (CUA) entitlements and provisions under clause 6.1 (Wage increases) of the proposed Agreement.
6. All explanatory materials, including a copy of these Explanatory Notes are available on the Department’s intranet:
<https://intranet.qed.qld.gov.au/Services/HumanResources/payrollhr/awardspayscales/Pages/officers-awards-agreements.aspx>

For the purposes of these explanatory notes:

Department means the Department of Education.

OIR means Office of Industrial Relations.

IR Act means the *Industrial Relations Act 2016*.

Union or Together means the Together Queensland, Industrial Union Employees.

Further information on the proposed Agreement

If you would like further information on the proposed Agreement please visit the OnePortal page found [here](#) or contact the Industrial Relations Team via the [SCO enquiry form](#).

Summary of key changes

- No less than an 8% guaranteed increase to wages over three years. The first 3% wage increase will be backdated to 1 September 2025 to eligible employees. Employees may receive up to 10.5% over the life of the Agreement where further wage increases attributable to the Consumer Price Index Uplift Adjustment (CUA) are payable.
- New Consumer Price Index Uplift Adjustment (CUA) provisions (replaces the Cost of living adjustment (COLA) payment in the current agreement).
- The School Based Administrative Support Allowance and the Pool Plant and Vessel Maintenance Allowance increased in line with the annual wage increases (including CUA, if triggered).
- Increase and indexation to the current rate of accredited qualifications payment. Removal of the requirement to have 12 months at the maximum pay point before payment of the qualification allowance.
- Recall to duty provisions clearly set out for Agricultural Assistants, Unit Support Officers, Boat and Marine Officers and Schools Officers.
- Consultation forums at regional/central office level, where employee requested.
- Management of surplus ADO arrangements for some school-based staff clarified.
- Introduction of workload management principles in schools, alongside the adoption of the Public Sector Commission's Workload Management Tool for use in regional and corporate offices.
- New provisions clarifying the requirement to use a current standard departmental role description when undertaking recruitment.
- Continuation of the review into responsibilities of Community Education Counsellors roles within the context of the Department's *Strategic Plan 2025-29* and objectives.

The Structure - The proposed Agreement contains 22 parts and nine appendices as follows:

Part	Title	Clauses
Part 1	Preliminary	1.1 Title 1.2 Application 1.3 Date and Period of Operation 1.4 Access to the Agreement 1.5 Relationship to Awards and Industrial Agreements 1.6 Negotiations for a Replacement Agreement 1.7 Objectives of this Agreement 1.8 Commitments of this Agreement 1.9 No Further Claims 1.10 Definition and Abbreviations
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Part 3	Dispute Resolution	3.1 Procedures for Preventing and Settling Disputes
Part 4	Salaries and Superannuation	4.1 Wage increases 4.2 Eligibility 4.3 Payment of the CUA 4.4 Salary Schedules and Other Financial Elements 4.5 Definitions 4.6 Equal Remuneration 4.7 Salary Packaging 4.8 Extra Leave for Proportionate Salary (Purchased Leave)
Part 5	Allowances and Other Remuneration	5.1 School Based Administrative Support Allowance 5.2 Locality Allowances 5.3 Language Allowance 5.4 Professional Development Allowance for Health Practitioners 5.5 Professional Development Allowance for Social Workers 5.6 Pool and Vessel Maintenance Allowance 5.7 Recognition of Accredited Qualifications - Australian Qualifications Framework (AQF)
Part 6	Hours of Work	6.1 General 6.2 Averaging of Ordinary Hours of Work 6.3 Aggregated Hours 6.4 Spread of Hours – Brisbane Central Business District 6.5 Attendance at School Camps, Excursions and Functions 6.6 ADO for Employees of the Department (Excluding Schools and School Education Facilities and Employees Working a 38-hour week Arrangement) 6.7 Hours of Work Arrangements including ADO for Specific Employees Servicing Schools and Other Education Facilities, and School Support Staff and Employees of Other Educational Facilities 6.8 Schools Officers Hours of Duty – Early Start 6.9 Recall and TOIL – Certain School-Based Operational Officers 6.10 Hours of Work and ADO Arrangements – Community Education Counsellors 6.11 Hours of Work Arrangements – School Support Staff and Employees of Other Education Facilities Excluding CECs and Other Employees Covered in 6.7. 6.12 No loss of Show Day
Part 7	Employment Security and	7.1 Employment Security 7.2 Permanent Employment

Part	Title	Clauses
	Permanent Employment	7.3 Fixed Term Temporary Employment 7.4 Additional Temporary Hours for Permanent Part-Time Employees 7.5 Organisational Change and Restructuring 7.6 Vacancy Replacement
Part 8	Leave	8.1 Paid Parental Leave 8.2 Annual Leave Loading Payment 8.3 Annual Leave Accumulation – Excluding Schools and School Educational Facilities
Part 9	Fair Career Paths	9.1 General Provisions 9.2 Computer Assistants in Operation Stream Direct Appointment as Technical Officers 9.3 IT Officers Streamlined RPL Process 9.4 Clarification of Allocation of IT Officer Roles to the Appropriate Stream and Classification Level 9.5 Improving Internal Merit-Based Career Paths 9.6 JEMS Processes 9.7 Business Manager (BM) Broad Banding Arrangements 9.8 Community Education Counsellors 9.9 Science Technician Arrangements 9.10 Schools Officers Progression 9.11 AO2 Arrangements
Part 10	Health Practitioners	10.1 Engagement of Therapy Employees under the Health Practitioner (HP) Stream 10.2 Health Practitioner Award Coverage 10.3 Appointment to Classification Levels for Health Practitioners 10.4 Movement Within Classification Levels – Increments 10.5 Movement Between Classification Levels
Part 11	Industrial Relations	11.1 Collective Industrial Relations 11.2 ILO Conventions 11.3 Union Encouragement 11.4 Union Delegates 11.5 Industrial Relations Education Leave
Part 12	Workload Management	12.1 Workload Management 12.2 Principles of Workload Management in Schools
Part 13	Fair Treatment at Work	
Part 14	Introduction of Technology/Future of Work	
Part 15	Work/Life Balance	
Part 16	Training	16.1 General 16.2 Professional Development – Specific School Support Staff and Employees of Other Educational Facilities 16.3 Professional Development – Health Practitioners 16.4 Professional Development – School Support Staff and Employees of Other Educational Facilities, Excluding Those Employees Covered Under Professional Development Clauses Within This Part
Part 17	Cultural Awareness and Leave	
Part 18	Workplace Health, Safety and Wellbeing	18.1 Introduction 18.2 Workplace Bullying 18.3 Fire Wardens and WHS Representatives 18.4 Schools Officers

Part	Title	Clauses
		18.5 Support for Workers' Mental Health and Wellbeing 18.6 Mechanical Ventilation in Chemical Storage Rooms
Part 19	Rural and Remote	
Part 20	Schools and Student Support	20.1 Objectives of the Department of Education Schools and Student Support Portfolio 20.2 Consultative Arrangements and Mechanisms 20.3 Education Consultative Committee (ECC) 20.4 Local Consultative Committee (LCC) 20.5 Workplace Reform Initiatives 20.6 Facilitative Provisions
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Title page and Table of Contents

Updated to reflect the proposed Agreement title and table of contents.

Changes for each clause explained below.

Part 1 Preliminary

1.1 Title

The title has been changed from '*Department of Education Certified Agreement 2022*' to '*Department of Education Certified Agreement 2025*'.

1.2 Application

This is existing clause 1.2 of the current agreement with amendment to clarify coverage terms for employees of the Department and reflect new coverage terms for employees in the Office of Industrial Relation (OIR) to the extent set out in Appendix 9.

1.3 Date and Period of Operation

This is existing clause 1.3 of the current agreement with changes to reflect the in-principle agreement between the Department and Together (the parties) regarding the date and period of operation as follows:

- Clause 1.3(a) has been updated to reflect the proposed Agreement will operate from certification date (this means the date the Queensland Industrial Relations Commission certifies the proposed Agreement in accordance with the IR Act) and remains in force until 31 August 2028 (nominal expiry date).
- Clause 1.3(b) also states that the proposed Agreement shall be terminated upon certification of a replacement agreement (i.e., Department of Education Certified Agreement 2028).
- The second sentence in clause 1.3(c) of the current agreement states '*The parties have agreed that the terms of the Agreement will be given operative effect on and from 1 September 2022, unless otherwise specified in this Agreement*' has been omitted. The first wage increase will be payable from 30 September 2025 – this is covered in the specific clause itself. All other conditions apply from date of certification.
- Clause 1.3(c) is a new. The new subclause of the proposed Agreement provides for a different nominal expiry date of 30 June 2026, if agreement is reached for the relevant employees in OIR to have coverage and application under the successor instrument to the *State Government Entities Certified Agreement 2023*. In the absence of such agreement, the nominal expiry date in clause 1.3(a) will prevail.

1.4 Access to the Agreement

This is existing clause 1.4 of the current agreement. This clause is unchanged.

1.5 Relationship to Awards and Industrial Agreements

This is existing clause 1.5 of the current agreement. This clause is unchanged.

1.6 Negotiations for a Replacement Agreement

This is existing clause 1.6 of the current agreement. This clause is unchanged.

1.7 Objectives of this Agreement

This is existing clause 1.7 of the current agreement. This clause is unchanged.

1.8 Commitments of the Agreement

This is existing clause 1.8 of the current agreement has been amended as follows:

- The entirety of clause 1.8(a) has been replaced in the proposed Agreement as the review has been completed during the life of the current agreement. A new clause 1.8 has been inserted that states: *'Recommendations made by the Review of State School Resourcing Arrangements, referred to in clause 1.8(a) of the Department of Education Certified Agreement 2022, are to be reported to the Agency Consultative Committee upon the recommendations being made and following approval of Executive Government.'*
- Existing clause 1.8(b) which deals with AO2 Arrangements has been moved to clause 9.11.

1.9 No Further Claims

This is existing clause 1.10 of the current agreement with the addition of a new clause at 1.9(g) as follows:

- *'Nothing under this clause shall preclude the parties from reaching agreement in relation to a transition of employees in the Office of Industrial Relations to the successor instrument to the State Government Entities Certified Agreement 2023 pursuant to clause 3 in Appendix 9 of this Agreement.'*

1.10 Definitions and Abbreviations

This is existing clause 1.11 of the current agreement. The proposed Agreement includes amended, new or omitted definitions as follows:

Omitted definitions: Consultative Committee; and Classification and Remuneration System. As these terms are not used in the proposed Agreement.

Amended definitions: Employer; Union. Amended for more accurate description.

New definitions: Local Consultative Committee. Inserted for interpretation.

Part 2 Consultation

2.1 Statement of Intent Regarding Consultation

This is existing clause 2.1 of the current agreement. This clause is unchanged.

2.2 Consultative Committees

This is existing clause 2.2 of the current agreement with a change to reflect the parties agreement for consultation committees and forums to include equitable local and regional Together representation.

2.3 Workplace Health and Safety Committee - sub-committee of ACC

This is existing clause 2.3 of the current agreement. The clause title has changed, however there is no substantive change to this clause.

2.4 Localised Non School-Based Forums

This is a new clause in the proposed Agreement which provides for the establishment of localised non school-based forums in regional and central offices to be formed at the request of employees. It is noted that there are additional provisions in relation to the LCC and ECC in Part 20 of the proposed Agreement.

Part 3 Dispute Resolution

3.1 Procedures for Preventing and Settling Disputes

This is clause 3.1 of the current agreement. This clause is unchanged.

Part 4 Salaries and Superannuation

As noted on the first page of this document, refer also to explanatory material specifically on wage increases and the CUA available on the Department's website.

4.1 Wage increases

This is clause 5.1 of the current agreement amended to set out the wage increases of 3% on 1 September 2025; 2.5% on 1 September 2026; and 2.5% on 1 September 2027 under the proposed Agreement. Included are provisions for the CPI Uplift Adjustment (CUA) which replaces the cost-of-living lump sum payment in the current agreement.

4.2 Eligibility

This is a new clause. This clause explains the eligibility to receive wage increases and CUA.

4.3 Payment of the CUA

This is a new clause. This clause explains the payment (if eligible) and timeframe to receive CUA.

4.4 Salary Schedules and Other Financial Elements

This is a new clause. This clause explains how CUA affects the salary rates and allowances. The salary schedules at Appendix 1 reflect the wage increases provided under the proposed Agreement.

4.5 Definitions

This is a new clause that sets out the definitions applicable to clause 4.1 to 4.6.

4.6 Equal Remuneration

This clause replaces existing clause 1.9 and Part 25 in the current agreement regarding equal considerations and improving gender equity. Clause 4.6 in the proposed Agreement provides a more comprehensive provision setting out the Department's commitment and actions in relation to equal remuneration.

4.7 Salary Packaging

This is existing clause 5.3 of the current agreement. This clause is unchanged.

4.8 Extra Leave for Proportionate Salary (Purchased Leave)

This is existing clause 5.5 of the current agreement. This clause is unchanged.

Part 5 Allowances and Other Remuneration**5.1 School Based Administrative Support Allowance**

This is existing clause 6.1 of the current agreement. This allowance in the proposed Agreement will increase in accordance with wage increases.

5.2 Locality Allowances

This is existing clause 6.2 of the current agreement, amended to reference the updated Directive.

5.3 Language Allowance

This is existing clause 6.3 of the current agreement. This clause is unchanged.

5.4 Professional Development Allowance for Health Practitioners

This is existing clause 6.4 of the current agreement. The dates have been updated to align with the payment schedule specified in clause 5.4(e).

5.5 Professional Development Allowance for Social Workers

This is existing clause 6.5 of the current agreement. The dates have been updated to align with the payment schedule specified in clause 5.5(e).

5.6 Pool and Vessel Maintenance Allowance

This is clause 6.6 of the current agreement. This allowance in the proposed Agreement will increase in accordance with wage increases. Additional locations have been identified and added at clause 5.6(e).

5.7 Recognition of Accredited Qualifications – Australian Qualifications Framework (AQF)

This is existing Part 10 of the current agreement. The clause has been amended to remove the service requirements to have reached the maximum paypoint of the specified classification level and spent one calendar year at that level. This allowance in the proposed Agreement will increase in accordance with wage increases.

Part 6 Hours of Work**6.1 General**

This is existing clause 4.1 of the current agreement. This clause is unchanged.

6.2 Averaging of Ordinary Hours of Work

This is existing clause 4.2 of the current agreement. This clause is unchanged.

6.3 Aggregated Hours

This is existing clause 4.3 of the current agreement. This clause is unchanged.

6.4 Spread of Hours – Brisbane Central Business District

This is existing clause 4.4 of the current agreement. This clause is unchanged.

6.5 Attendance at School Camps, Excursion and Functions

This is existing clause 4.5 of the current agreement. This clause is unchanged.

6.6 ADO for Employees of the Department (Excluding Schools and School Education Facilities, and Employees Working a 38 Hour Week Arrangement)

This is existing clause 4.6 of the current agreement. This clause is unchanged.

6.7 Hours of Work Arrangements including ADO for Specific Employees Servicing Schools and Other Education Facilities, and School Support Staff and Employees of Other Educational Facilities

This is clause 4.7 of the current agreement. This clause in the proposed Agreement has the following amendments as follows:

- Inclusion of ‘Health Practitioners’
- New provision clarifying taking or paying out surplus hours of ADO/TOIL.
- Inclusion of a note advising other school-based employees not covered by clause 6.7 to refer to clause 6.8 or 6.11.

6.8 Schools Officers Hours of Duty – Early Start

This is clause 4.9 of the current agreement. This clause is unchanged.

6.9 Recall and TOIL – Certain School-Based Operational Officers

This is a new clause in the proposed Agreement. This clause is to raise awareness of the recall entitlements, and overtime payments applicable to identified operational officers as provided for in the Award.

6.10 Hours of Work and ADO Arrangements – Community Educational Counsellors

This is a new provision in the proposed Agreement clarifying that Hours of work and ADO for Community Education Counsellors (CEC) is outlined in clause 15.8 (CEC Stream) of the *Teaching in State Education Award – State 2016*.

6.11 Hours of Work Arrangements – School Support Staff and Employees of Other Educational Facilities Excluding CEC and Other Employees Covered in 6.7.

This is clause 4.8 of the current agreement which has been re-formatted for clearer application.

6.12 No Loss of Show Day

This is clause 5.4 of the current agreement. This clause is unchanged.

Part 7 Employment Security and Permanent Employment

7.1 Employment Security

This is existing clause 11.1 of the current agreement. This clause is unchanged.

7.2 Permanent Employment

This is clause 11.2 of the current agreement. This clause is unchanged.

7.3 Fixed Term Temporary Employment

This is clause 11.3 of the current agreement. This clause is unchanged except a change in title from '*Temporary Employment*' to '*Fixed Term Temporary Employment*'.

7.4 Additional Temporary Hours for Permanent Part-Time Employees

This is clause 11.5 of the current agreement. This clause is unchanged.

7.5 Organisational Change and Restructuring

This is clause 11.6 of the current agreement. This clause is unchanged.

7.6 Vacancy Replacement

This is clause 11.7 of the current Agreement. Clause 7.6(a) is unchanged in the proposed Agreement. New clauses at 7.6(b) and 7.6(c) provide for the requirement to use a current standard departmental role description when undertaking recruitment.

Part 8 Leave

8.1 Paid Parental Leave

This is clause 7.1 of the current agreement. This clause is unchanged.

8.2 Annual Leave Loading Payment

This is clause 7.2 of the current agreement. This clause is unchanged.

8.3 Annual Leave Accumulation – Excluding Schools and School Educational Facilities

This is a clause 7.3 of the current agreement. This clause is unchanged.

Part 9 Fair Career Paths

9.1 General Provisions

This is clause 13.1 of the current agreement with updates to relevant Directive number.

9.2 Computer Assistants in Operation Stream Direct Appointment as Technical Officers

This is clause 13.2 of the current agreement. This clause is unchanged.

9.3 IT Officers Streamlined RPL Process

This is clause 13.3 of the current agreement. This clause is unchanged.

9.4 Clarification of Allocation of IT Officer Roles to the Appropriate Stream and Classification Level

This is clause 13.4 of the current agreement. This clause is unchanged.

9.5 Improving Internal Merit-Based Career Paths

This is clause 13.5 of the current agreement with additions in the proposed Agreement reflected at 9.5(a)(i) to (iv) confirming the Departments commitment to representation of subject matter experts and/or officers on selection panels for the purpose of assessing applications for professional movement.

9.6 JEMS Process

This is clause 13.6 of the current agreement. This clause is unchanged.

9.7 Business Manager (BM) Broad Branding Arrangements

This is clause 13.7 of the current agreement. This clause is unchanged.

9.8 Community Education Counsellors

This is clause 13.8 of the current agreement. This clause is unchanged.

9.9 Science Technician Arrangements

This is clause 13.9 of the current agreement. The proposed Agreement has clarified the application of grand-parented arrangements and moved existing provisions to Appendix 8.

9.10 Schools Officers Progression

This is clause 13.10 of the current agreement. This clause is unchanged.

9.11 AO2 Arrangements

This is clause 1.8(b) of the current agreement with a minor amendment to recognise that the Department's commitment to the development of a policy commenced under the current agreement. The Department has committed to continuing to develop the policy in consultation with the union during the life of the proposed Agreement.

Part 10 Health Practitioners

10.1 Engagement of Therapy Employees under the Health Practitioner (HP) Stream

This is clause 12.1 of the current agreement with an addition at clause 10.1(c)(iv) to include art/music therapists in the list of employees not included in the HP stream (where the role description does not require mandatory registration with Australian Health Practitioner Regulation Agency (AHPRA)).

10.2 Health Practitioner Award Coverage

This clause is 12.2 of the current agreement. This clause is unchanged.

10.3 Appointment to Classification Levels for Health Practitioners

This is clause 12.3 of the current agreement, amended to reference the updated Directive.

10.4 Movement Within Classification Levels – Increments

This is clause 12.4 of the current agreement with the addition of 12.4(b) in the proposed Agreement, providing clarification regarding the grand-parented arrangements. Specifically, it clarifies for those employees who transitioned to the HP stream from the PO stream on 9 June 2020 being eligible to increment to pay point HP3.8 from HP3.7 once the requirements for incremental progression are satisfied.

10.5 Movement Between Classification Levels

This is clause 12.5 of the current agreement, amended to reference the updated Directive.

Part 11 Industrial Relations

11.1 Collective Industrial Relations

This is clause 14.1 of the current agreement. This clause is unchanged.

11.2 ILO Conventions

This is clause 14.2 of the current agreement. This clause is unchanged.

11.3 Union Encouragement

This is clause 14.3 of the current agreement. This clause is unchanged.

11.4 Union Delegates

This is clause 14.4 of the current agreement. This clause is unchanged.

11.5 Industrial Relations Education Leave

This is clause 14.5 of the current agreement. This clause is unchanged.

Part 12 Workload Management

12.1 Workload Management

This is Part 15 of the current agreement. This clause is unchanged, except for an addition of a new sub clause at 12.1(d). This new clause reflects the Department's proposal to adopt the Public Sector Commission Workload Management Tool in regional and central offices.

12.2 Principles of Workload Management in Schools

This is a new clause in the proposed Agreement to support effective work practices that support wellbeing, balance work and personal commitments and a safe work environment.

Part 13 Fair Treatment at Work

This is Part 16 of the current agreement. This clause is unchanged.

Part 14 Introduction of Technology/Future of Work

This is Part 17 of the current agreement. This clause is unchanged.

Part 15 Work/Life Balance

This is Part 18 of the current agreement. This clause is unchanged.

Part 16 Training

16.1 General

This is clause 9.1 of the current agreement. This clause is unchanged.

16.2 Professional Development – Specific School Support Staff and Employees of Other Educational Facilities

This is clause 9.2 of the current agreement. This clause is unchanged.

16.3 Professional Development – Health Practitioners

This is clause 9.3 of the current agreement. This clause is unchanged except a change in title from 'Professional Development – Therapy Services' to 'Professional Development – Health Practitioners'.

16.4 Professional Development – School Support Staff and Employees of Other Educational Facilities, Excluding those Employees Covered Under Professional Development Clauses Within This Part

This is clause 9.5 of the current agreement. This clause is unchanged.

Part 17 Cultural Awareness and Leave

This is Part 8 of the current agreement. This clause is unchanged

Part 18 Workplace Health, Safety and Wellbeing

18.1 Introduction

This is clause 19.1 of the current agreement. This clause is unchanged.

18.2 Workplace Bullying

This is clause 19.2 of the current agreement. This clause is unchanged.

18.3 Fire Wardens and WHS Representatives

This is clause 19.3 of the current agreement. This clause is unchanged.

18.4 Schools Officers

This is clause 19.4 of the current agreement with the addition of 18.4(c) of the proposed Agreement clarifying the minimum provision of sun-smart clothing to Schools Officers.

18.5 Support for Workers' Mental Health and Wellbeing

This is clause 19.5 of the current agreement. This clause is unchanged.

18.6 Mechanical Ventilation in Chemical Storage Rooms

This is a new clause in the proposed Agreement in relation to ensuring the health and safety of employees who access mechanical ventilation in storage rooms.

Part 19 Rural and Remote

This is Part 21 of the current agreement. This clause is unchanged.

Part 20 Schools and Student Support

This is Part 22 of the current agreement with a title change removing outdated terminology of 'portfolio'

20.1 Objectives of the Department of Education Schools and Student Support

This is clause 22.1 of the current agreement with an amendment to 20.1(a)(i) to update with the Department's current Strategic Plan.

20.2 Consultative Arrangements and Mechanisms

This is clause 22.2 of the current agreement. This clause is unchanged.

20.3 Education Consultative Committee (ECC)

This is clause 22.3 of the current agreement. This clause is unchanged.

20.4 Local Consultative Committee (LCCs)

This is clause 22.4 of the current agreement. This clause is unchanged.

20.5 Workplace Reform Initiatives

This is clause 22.6 of the current agreement. The proposed Agreement contains a technical amendment at clause 22.6(a)(i) and (ii) to remove irrelevant references *a*) and *b*). References to Best Practice;

School Councils; and Transfers and Monitoring Procedures have been omitted to contemporise the proposed Agreement.

20.6 Facilitative Provisions

This is clause 22.8 of the current agreement and is unchanged except for a technical amendment to renumber (vi)(vii)(viii)(ix) to A. B. C. and D and (x) to (b).

Part 21 Working with Children Check - Queensland's Blue Card System

This is Part 23 of the current agreement. This clause is unchanged.

Part 22 Disciplinary and Suspension Procedures

This is Part 24 of the current agreement. This clause is unchanged.

Existing clauses removed from proposed Agreement for reasons outlined

- Clause 5.2 Cost of Living Adjustment (COLA) Payments: These provisions applied to the current agreement and are not to be rolled over. A new Consumer Price Index Uplift Adjustment (CUA) clause is contained in Part 4 (Salaries and superannuation).
- Clause 9.4 Self-injurious behaviour – Use of Mechanical Restraints and Education for School Support Staff: These provisions are omitted as the commitment has been finalised.
- Clause 11.4 Conversion to Permanent Status under the Fixed Term Temporary Employment Directive: Employee entitlements regarding conversion are provided for in accordance with the *Review of non-permanent employment (Directive 02/23)*.
- Clause 11.8 (Administrative Assistance Enhancement Program (AAEP) Hours Guarantee) and clause 11.9 (Employment Security Administrative Assistance Enhancement Program (AAEP)): These provisions deal with funding/allocation to schools regarding the AAEP program. Funding is not an industrial matter.
- The clauses below have been omitted as they reflect historical and transitional provisions that no longer have operative effect or alignment with the Department's current Strategic Plan or Policies. Employee employment entitlements are not adversely affected:
 - Clauses 22.5 Best Practice in Education;
 - Clause 22.6 Workplace Reform Initiatives;
 - Clause 22.9 Administrative Practices – Facilities Management; and
 - Clause 22.10 Organisational Health.

Appendix 1 Salary Schedules

This is Appendix 1 of the current agreement with the wage rates applicable under the proposed Agreement. The tables have updated formatting for improved readability.

Appendix 2 Locality Allowance Areas

This is Appendix 2 of the current agreement. This Appendix is unchanged.

Appendix 3 Australian Qualifications Framework

This is Appendix 3 of the current agreement. This Appendix is unchanged.

Appendix 4 Queensland Government Commitment to Union Encouragement

This is Appendix 4 of the current agreement and reflects the 'Queensland Government Commitment to Union Encouragement' policy published by the Department of the Premier and Cabinet. There are no changes to Appendix 4.

Appendix 5 Employment Security Policy

This is Appendix 5 of the current agreement. This Appendix is unchanged.

Appendix 6 Queensland Government Policy on the Contracting-Out of Services

This is Appendix 6 of the current agreement. This Appendix is unchanged.

Appendix 7 Generic Level Statements

This is Appendix 7 of the current agreement. This schedule is unchanged.

Appendix 8 Science Technicians

This is a new Appendix in the proposed Agreement. This Appendix reflects existing provisions from clause 13.9 of the current agreement.

Appendix 9 Office of Industrial Relations

This is a new Appendix in the proposed Agreement outlining specific provisions applicable to Office of Industrial Relations employees. It commits to exploring the possibility of transitioning these employees to the *State Government Entities Certified Agreement 2023*. If this transition is agreed upon, the Appendix facilitates a streamlined process.

Signatories

The final page of the proposed Agreement is the ‘Signatories’ page which has been amended to reflect current departments and Union representatives.

END