

Proposed Department of Education Certified Agreement 2025

Frequently Asked Questions

(To be read in conjunction with the proposed *Department of Education Certified Agreement 2025*)

Who will be covered by the proposed agreement?

The proposed agreement will cover all Award employees (other than teachers, nurses, teacher aides and cleaners) who are employed by the Department at the time the proposed agreement is certified by the Queensland Industrial Relations Commission (QIRC) and during the life of the Agreement. The proposed agreement has a nominal expiry date of 31 August 2028.

What is the guaranteed wage increase?

The guaranteed wage increases are as follows:

- 1 September 2025 – 3%.
 - Note: applied to the higher of the Award or Agreement rate being paid at the nominal expiry of the current Agreement);
- 1 September 2026 – 2.5 %.
- 1 September 2027 – 2.5 %.

What is the potential CPI Adjustment (CUA) wage increase?

In addition to the guaranteed wage increase, there is a potential additional wage increase through a CPI Uplift Adjustment (CUA) designed to respond to inflationary conditions.

Employees will receive no less than an 8% (3%, 2.5%, 2.5%) guaranteed increase to their agreement wages, and they may receive up to 10.5% over the

life of the proposed agreement where further wage increases attributable to the CUA are payable.

The CUA payment will be payable to employees, if March CPI outcome (All Groups Brisbane) measure ('the CPI measure') exceeds the relevant guaranteed wage increase under the proposed agreement, a CUA will become payable up to the maximum amount of 3.5% 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 CPI:
 - exceeds the 3% increase in year 1, providing up to a maximum additional 0.5%;
 - exceeds the 2.5% increase in years 2 and 3, providing up to a maximum additional 1%; and
 - considered as a wage increase under the proposed agreement and applied to rates payable from the date the guaranteed wage increase was payable.
- 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.

Please see **Explaining the effect of the terms – CPI Uplift Adjustment (CUA) Payments** Fact Sheet for further information.

Who will be entitled to the wage increase if the ballot is endorsed by employees?

The wage increase will be paid to anyone who is employed and covered by the proposed agreement on the date it is certified by the QIRC. The initial wage increase will be back paid to 1 September 2025 as soon as practicable following certification of the agreement.

Will I still receive any back pay if my employment terminates, or my temporary/casual engagement ends prior to certification of the agreement?

If your employment ceases prior to certification of the agreement you are not entitled to back pay. If your employment ceases after certification but prior to the payment of back pay, you will be entitled to back pay to your date of cessation.

Where to from here?

From Tuesday 10 February 2026 to Wednesday 25 February 2026, the Department is conducting information sessions about the proposed agreement for employees. The information sessions provide an opportunity to find out about the proposed agreement, what has changed compared to the current agreement, and ask questions. The information sessions will be held online. A link to access to the sessions will be published on the OnePortal page along with other written documentation explaining the proposed changes. A recorded information session and slides are available on OnePortal should an employee not be able to attend a session or wishes to review the information at a time that suits them.

How do I vote?

A ballot will open from 8.00am (AEST Qld Time) Thursday 26 February 2026 and close 5.00pm (AEST Qld Time) Thursday 12 March 2026. All employees to be covered by the proposed agreement are eligible to vote. The Office of Industrial Relations is conducting a ballot of its employees to be covered by the proposed agreement concurrently with the Department of Education. You will be able to vote online or via telephone. Voting instructions will be sent to your work email address. Employees on leave will receive their instructions via post.

If the proposed agreement is supported by a 'yes' vote (i.e. a valid majority of employees that vote, vote 'yes'), the next step is certification of the agreement by the QIRC. A 'yes' vote is a vote for improved employment conditions and guaranteed annual wage increases, with the first increase of 3% back dated to 1 September 2025.

What happens if the proposed agreement is not ‘voted up’?

If the proposed agreement is not supported by a valid majority of employees, the Department of Education, the Office of Industrial Relations and Together Queensland (TQ) will meet and discuss options moving forward.

Further information

Further information is available on the One-Portal page, Service Catalogue Online, your Regional HR Office or TQ.