

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999, s156*

Queensland Fire and Rescue Authority

AND

United Firefighters' Union of Australia, Union of Employees, Queensland

AND

Queensland Public Sector Union of Employees

AND

Electrical Trades Union of Employees of Australia, Queensland Branch

AND

Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees,  
Queensland

AND

Queensland Fire Service Senior Officers' Association, Union of Employees

AND

Construction, Forestry, Mining and Energy Union of Employees, Queensland

AND

Textile Clothing & Footwear Union of Australia (Queensland Branch)  
Union of Employees

*(No. CA562 of 1999)*

**QUEENSLAND FIRE AND RESCUE AUTHORITY -  
ENTERPRISE PARTNERSHIP CERTIFIED AGREEMENT, 1999**

COMMISSIONER D. Baldwin

9/11/1999

APPLICATION FOR CERTIFICATION OF AGREEMENT

THIS AGREEMENT, made under the *Industrial Relations Act 1999* on this 9th day of November 1999 between the Queensland Fire and Rescue Authority and United Firefighters' Union of Australia, Union of Employees, Queensland Public Sector Union of Employees; Electrical Trades Union of Employees of Australia, Queensland Branch; Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland; Queensland Fire Service Senior Officers' Association, Union of Employees; Construction, Forestry, Mining and Energy Union of Employees, Queensland and Textile Clothing & Footwear Union of Australia (Queensland Branch) Union of Employees witnesses that the parties mutually agree as follows –

## **PART 1 - PRELIMINARY**

### **1.1 Title**

This Agreement represents the combined efforts of the Queensland Fire and Rescue Authority (QFRA) and the Single Bargaining Unit (SBU) comprised of representatives from QFRA management and various unions and employee representatives, and will be known as the Queensland Fire and Rescue Authority Enterprise Partnership Agreement 1999.

### **1.2 Arrangement**

Subject Matter

<b>Part 1 - Preliminary</b>	<b>Clause No.</b>
Title .....	1.1
Arrangement .....	1.2
Application .....	1.3
Date and Period of Operation.....	1.4
Relationship with Parent Award and Agreements .....	1.5
Agreement Aims and Objectives .....	1.6
Equity Considerations .....	1.7

## **PART 2 - INVESTING IN OUR PEOPLE AND INVESTING IN OUR ORGANISATION**

Reward and Recognition .....	2.1
Applicable Rates .....	2.2
Benchmarking and Data Collection.....	2.3
Key Result Areas and Performance Indicators .....	2.4
Linking Employees' Needs To the Next EPA .....	2.5
Continuing Initiatives from Previous Enterprise Agreements .....	2.6

## **PART 3 - INITIATIVES AND EFFICIENCIES**

Managing for Outcomes .....	3.1
Recruit Course Training Module.....	3.2
Recruit Course Pre-Issue Turnout Clothing .....	3.3
Performance Based Culture.....	3.4
Workplace Health and Wellbeing .....	3.5
Fight Fire Fascination.....	3.6
Road Accident Awareness Program .....	3.7
Absenteeism Management.....	3.8
Community .....	3.9
Leave Liability .....	3.10

## **PART 4 – UNION ENCOURAGEMENT**

Union Encouragement.....	4.1
--------------------------	-----

## **PART 5 - DISPUTES AVOIDANCE AND SETTLEMENT PROCEDURES**

Disputes Avoidance and Settlement Procedures .....	5.1
--	-----

## **PART 6 - NO FURTHER CLAIMS**

No Further Claims.....	6.1
------------------------	-----

### 1.3 Application

This Agreement shall be binding on:

- the Queensland Fire and Rescue Authority as employer;
- those employees covered by the Queensland Fire Service - Maintenance and Service Employees Industrial Agreement; Queensland Fire Service - Professional, Technical and Administrative Employees Industrial Agreement; and Queensland Fire Service - Rural Fire Division - Industrial Agreement
- Queensland Public Sector Union of Employees;
- Electrical Trades Union of Employees of Australia, Queensland Branch;
- the Automotive, Metals, Engineering, Printing and Kindred Industries Industrial Union of Employees, Queensland;
- United Firefighters' Union of Australia, Union of Employees, Queensland;
- Construction, Forestry, Mining and Energy Union of Employees, Queensland;
- Queensland Fire Service Senior Officers' Association, Union of Employees; and
- Textile Clothing & Footwear Union of Australia (Queensland Branch) Union of Employees.

Staff who are covered by these various Awards/Industrial Agreements include personnel who are attached to the following Divisions:

- (a) **Full Time Urban Firefighters** encompassing:
  - (i) those employees covered by the Queensland Fire Service Interim Award - State excluding those officers designated as FPO5; and
  - (ii) those employees covered by the Queensland Fire and Rescue Authority Communications Centres Award State (excluding those employees within the Brisbane Firecom Centre, AFcom).
- (b) **Support Services Staff** encompassing:
  - (i) the Technical Services Division which includes employees involved in the maintenance and service of the Queensland Fire and Rescue Authority (QFRA) buildings, equipment and fleet of vehicles and transport of QFRA equipment, as well as technical staff responsible for radio electronic repairs, maintenance of fire alarm connections and for technical support of the various communications centres located throughout the State;
  - (ii) the professional, technical and administrative staff located at Headquarters and also those public sector employees located throughout the various Regions, including administrative staff for Rural Fire Division (RFD) and the Cartographic Section of the Rural Fire Division; and
- (c) The **Rural Fire Division** which encompasses the uniformed officers of the RFD.

### 1.4 Date And Period Of Operation

The terms of this Partnership Agreement apply as if the Agreement were operative from 1 July 1999 and remain in force up to and including 30 June 2000. The Partnership Agreement will be monitored and reviewed throughout the duration of the Agreement.

### 1.5 Relationship With Parent Award And Agreements

This Agreement shall be read and interpreted in conjunction with the following Awards:

- *Queensland Fire Service Interim Award - State*
- *Queensland Fire and Rescue Authority Communications Centres Award - State*
- *Queensland Fire Service Maintenance and Service Employees Industrial Agreement*

- *Queensland Fire Service Professional, Technical and Administrative Employees Industrial Agreement*
- *Queensland Fire Service - Rural Fire Division Industrial Agreement*
- *Engineering Award - State*
- *Building Trades Public Sector Award - State*
- *Surgical Bootmaking, Bespoke Bootmaking and Boot Repairing Award - State*
- *Wholesale Warehouse and Stores Award - Southern Division (Eastern District)*
- *the Public Service Remuneration (Interim) Award – State*
- *Family Leave Award - State*

In the event of any inconsistency with any existing Awards, Industrial Agreements, or other industrial instruments, the terms of this Agreement will take precedence to the extent of the inconsistency.

Notwithstanding this, the productivity requirements currently applying under the following Agreements shall remain current:

- Queensland Fire and Rescue Authority Enterprise Partnership Agreement 1997.
- Queensland Fire Service Support Services Staff and Rural Fire Division Certified Agreement 1997.
- Queensland Fire Service - Workplace Reform Certified Agreement 1996.
- Queensland Fire Service - Certified Agreement 1996.
- QFRA Communications Centres Averaged Penalty Rates Certified Agreement 1997.

## **1.6 Agreement Aims And Objectives**

This Enterprise Partnership Agreement between the workforce, unions and management aims to unite the efforts of the QFRA as one enterprise into a single agreement. The agreement is aligned to the QFRA Strategic Planning cycle and continues to engender the notion of continuous improvement. Reflected in the Agreement is a genuine commitment from all employees to work harmoniously together to improve both work practices and business performance.

The outcomes that we aim to achieve are:

- A safer and more supportive community;
- zero preventable fire deaths, injuries, property and environmental damage;
- a workforce with higher education and skill;
- flexibility in work organisation;
- participation in work organisation;
- an improved work environment;
- increased productivity and profitability;
- an improved work environment through the introduction of best practice initiatives; and
- measurable key performance indicators.

Some of the values which will help us to achieve these goals are:

- honesty, integrity and trust;
- service to the community;
- community recognition of services provided, with pride and dignity;
- teamwork; and
- open and effective communication.

This Agreement seeks to continue to enhance the relationship between management and employees by continuing the cultural change in attitudes. To achieve this, the *needs of employees*, the *needs of the community* and the *goals of the Authority* have to be combined.

This will require:

- employees contributing to decision making through continuous communication with their supervisors and/or management;
- support and pursuance of the goals and future direction of the QFRA, as per the QFRA Strategic Plan, Managing For Outcomes requirements and other business plans; and
- support of key result areas (in this Agreement) through positive work practices and the achievement of designated performance indicators.

## **1.7 Equity Considerations**

The parties agree to uphold the spirit and intent of anti-discrimination and equal opportunity legislation. QFRA's policy in this regard will be based on the following principles, subject to the Agreement and any mandatory requirements of the position concerned.

The parties are committed to a workplace free of harassment and victimisation and to the implementation of practices and policies related to equal opportunity and anti-discrimination.

All employees under this Agreement shall individually uphold the principles outlined in this clause in relation to fellow employees and shall co-operate with the QFRA in relation to obligations imposed on the QFRA by this clause.

## **PART 2 - INVESTING IN OUR PEOPLE AND INVESTING IN OUR ORGANISATION**

### **2.1 Reward And Recognition**

The QFRA is committed to improving Employee remuneration and working environment in exchange for continued commitment and participation by every individual towards improving all aspects of the organisation's operations. This supportive relationship is essential to maintain the QFRA's viability and efficiency within an increasingly open and competitive market.

### **2.2 Applicable Rates**

This agreement provides for the following pay increase:

3% to be paid from 1 July 1999.

This salary increase is provided for the implementation of the initiatives contained within the current agreement, and commitment to the continued implementation of productivity measures specified in the Queensland Fire and Rescue Authority Enterprise Partnership Agreement 1997 and QFS Support Services Staff and Rural Fire Division Certified Agreement 1997.

### **2.3 Benchmarking And Data Collection**

Data collection will be essential for measuring the achievement of performance indicators and establishing benchmarks. The collection of data for the Managing For Outcomes (MFO) process, in particular, is a significant component of the data necessary to implement the EPA. Skills maintenance is considered to be a benchmark and a performance indicator for professional service delivery by the QFRA.

### **2.4 Key Result Areas And Performance Indicators**

Performance will be gauged by the outcomes identified through the **key result areas** and performance indicators that are outlined in Part 3 of this document. There is a requirement in this agreement that the total of the combined initiatives provide for 30% of the total increase in wages (from 1 July 1999) in cashable productivity initiatives. Allowance has been made for clause 3.1.2 of the Queensland Fire and Rescue Authority Enterprise Partnership Agreement 1997, and clause 2.1.5 of the QFS Support Services Staff and Rural Fire Division Certified Agreement 1997, that allow for up to \$200,000 to be rolled over from the excess savings in these agreements.

Included in Part 3 are the initiatives in which defined savings will be achieved over the life of the Agreement. The parties have agreed to the implementation of these initiatives. The parties also agree that if the performance indicators are not on track or achieved within the agreed timeframe, they will be referred to the Single Bargaining Unit for its consideration, this may involve refinement or modification of the performance indicators and or range of initiatives. The Single Bargaining Unit (SBU) will receive data from Consultative Committees and/or line management on the progress of the achievement of performance indicators.

## **2.5 Linking Employees' Needs To The Next EPA**

A staff attitude survey will be conducted at least four months prior to the cessation of this EPA to acquire knowledge of the employees' needs for possible inclusion in the next certified agreement.

## **2.6 Continued Initiatives From Previous Enterprise Agreements**

The following initiatives arising out of the Queensland Fire Service Support Services Staff and Rural Fire Division - Certified Agreement 1997 and the Queensland Fire and Rescue Authority Enterprise Partnership Agreement 1997 will continue to be implemented for the life of this Agreement:

- (a) The finalisation of the reclassification and restructure system within the Technical Services Division clause 4.1.6 (c) from the Queensland Fire Service Support Services Staff and Rural Fire Division - Certified Agreement 1997 by 30 June 2000;
- (b) Clause 3.1.2 of the Queensland Fire and Rescue Authority Enterprise Partnership Agreement 1997, and clause 2.1.5 of the QFS Support Services Staff and Rural Fire Division Certified Agreement 1997 allow for outcomes exceeding the performance to be considered within the context of this Agreement.
- (c) Completion of the initiative in clause 3.3.2 under the Queensland Fire Service Support Services Staff and Rural Fire Division - Certified Agreement 1997 implementing Personal Achievement Plans for each employee;
- (d) Continuation of the Training Initiative outlined in clause 3.4 of Queensland Fire and Rescue Authority Enterprise Partnership Agreement 1997;
- (e) Finalisation of the alcohol and drug policy as per clause 3.11 of the Queensland Fire and Rescue Authority Enterprise Partnership Agreement 1997; and
- (f) Continuation of clause 5.2 of the Queensland Fire Service Support Services Staff and Rural Fire Division - Certified Agreement 1997, 'Workplace Flexibility'.

# **PART 3 - PERFORMANCE INDICATORS & PROCESSES**

## **INITIATIVES AND EFFICIENCIES**

### **3.1 Managing For Outcomes**

As part of the Government wide implementation of Managing For Outcomes (MFO) the parties to this agreement are committed to those MFO targets during the life of this agreement which have already been determined to operate from 1 July 1999. The parties also agree to carry out data collection, processing and implementation of initiatives designed to assist the QFRA to meet its MFO targets during the period of this agreement.

### **3.2 Recruit Course Distance Training Module**

Introduction of a firefighter recruit course distance-training modules reducing the course by up to 3 weeks. The savings target of this initiative is 31.5% of the savings required.

### **3.3 Recruit Course Pre-Issue Of Turnout Clothing**

As per agreement with the United Firefighters Union new recruits will be issued with pre-used turnout coat and over trousers rather than issued with new turnout clothing during the training period. On completion of the training course the successful recruits will be issued with new turnout coat and over trousers. The savings in this initiative result from the reduced number of new turnout clothing issued. The target for this initiative is 5.6% of savings required.

### **3.4 Performance Based Culture**

The development of a performance based culture including a trial introduction of upward appraisal for First line supervisors, eg Station Officers (FPO2s), Team leaders, TO4 Tech Officers, using an tool agreed to by management and unions.

### **3.5 Workplace Health And Wellbeing**

Savings can be achieved in all areas of the QFRA through the implementation of initiatives that will reduce the level of works days lost by 10%. Reductions in overtime, excess, statutory costs and common law costs will be reflected in reduced premiums in future years. The savings target of this initiative is 26.4 % of the savings required.

### **3.6 Fight Fire Fascination (FFF)**

Employees who voluntarily participate in the program on their days off may elect to be compensated for this activity by receiving time off in lieu instead of receiving paid overtime at the rate of one and one half times the base rate of pay. Time off in lieu will be equivalent to time for time for the delivery of Fight Fire Fascination (FFF). Time off in lieu is to be taken within twelve months from the date in which the overtime was worked and at a time agreed to by the employer and employee. Time off in lieu not accessed within twelve months of accrual shall be paid at the rate of one and one half times the base payment, based on the time and rank when accrued. The savings target of this initiative is 1% of the savings required in line with the MFO requirement.

### **3.7 Road Awareness And Accident Program (RAAP)**

Employees who voluntarily participate in the program on their days off may elect to be compensated for this activity by receiving time off in lieu instead of receiving paid overtime at the rate of one and one half times the base rate of pay. Time off in lieu will be equivalent to time for time for the delivery of Road Awareness and Accident Program (RAAP). Time off in lieu is to be taken within twelve months from the date in which the overtime was worked and at a time agreed to by the employer and employee. Time off in lieu not accessed within twelve months of accrual shall be paid at the rate of one and one half times the base payment, based on the time and rank when accrued. The savings target of this initiative is 4.5% of the agreement in line with the requirement of MFO.

### **3.8 Absenteeism Management**

The parties to the agreement recognise that absenteeism through sick leave is continuing to have a significant impact on the operations of the QFRA. Continued commitment to the significant achievements in previous Enterprise Partnership Agreements in the reduction in sick leave is required. This initiative seeks to continue that downward trend of sick leave by reducing the level of sick leave that could be considered as outside of reasonable level for any given day/shift.

The savings target of this initiative is 31 % of the savings required. The focus of the initiative is to continue the downward trend of absenteeism and target particular periods and patterns of usage. A management plan will be formulated and a joint management and union working party will be established to assist in the development and implementation of the management plan.

### **3.9 Community**

The QFRA will be seeking commitment from employees to outcomes that have a positive impact upon the community. The initiatives directed towards the community involve:

- a) enhanced community involvement and liaison activities with a trial of total safety audits for the home (Operation SafeHome);
- b) school-based fire education (FIRE ED) program where a target will be set of 40-50% of families implementing fire safety action following the program;
- c) fire prevention for at risk target groups through initiatives that increase the saturation of smoke detectors from 57% to 60% with activities including the installation of smoke detectors and creation of household evacuation plans. Protocols will be drawn up for the installation of smoke detectors in consultation with the Union;
- d) the Fight Fire Fascination Program (FFF) targeting juvenile firefighters (trial expansion program); and
- e) the Road Awareness and Accident Program (RAAP) aimed at adolescents to reduce the incidence of road trauma (trial expansion program).

### **3.10 Leave Liabilities**

Consideration of further strategies to reduce the QFRA accumulated employee leave liability.

## **PART 4 – UNION ENCOURAGEMENT**

### **4.1 UNION ENCOURAGEMENT**

- a) The parties acknowledge that structured, collective industrial relations will continue as a fundamental principle.
- b) The parties to this Agreement recognise the right of individuals to join a union party to the Queensland Fire and Rescue Authority Enterprise Agreement 1999. However, while all parties to this Agreement agree to encourage membership of the appropriate union, it is recognised that such membership is at the discretion of individuals.
- c) The Queensland Fire and Rescue Authority will, in its induction process, identify the relevant unions party to this Agreement and outline the process by which membership to those unions may be gained. The Queensland Fire and Rescue Authority will identify the workplace representative(s) of the appropriate union and ensure that adequate time is allowed for the new employee to discuss union membership with the representative.
- d) The employer shall allow full access to its employees during normal working hours to accredited officials of the union that are party to this Agreement to discuss any employment matter, provided that such activities do not unduly impact on service delivery and workloads.
- e) The employer will provide payroll deduction facilities for union dues payable to the Industrial Organisations party to this agreement. An employee may authorise the employer in writing to deduct from any remuneration payable, subscriptions to an Industrial Organisation party to this Agreement. The employer will remit such subscriptions to the Industrial Organisation.



**PART 5 - DISPUTES AVOIDANCE AND SETTLEMENT PROCEDURES**

**5.1 DISPUTES AVOIDANCE AND SETTLEMENT PROCEDURES**

Grievances as a result of the implementation of this Agreement shall be dealt with in accordance with the grievance clauses contained in the various parent awards or industrial instruments.

**PART 6 - NO FURTHER CLAIMS**

**6.1 NO FURTHER CLAIMS**

- 1) This agreement constitutes a closed agreement in settlement of all matters for its duration, except where required by a State Wage Case decision, and those matters provided for in Clause 1.6 (Relationship with Parent Award and Agreements) and those matters referred to in Appendix 1.
- 2) State Wage and Special Case decisions requiring variation to this Agreement shall be implemented.
- 3) During the term of the Agreement, no employee shall be disadvantaged through receiving the enterprise agreement wage increases instead of the State Wage case decision increases.

**SIGNATORIES**

Signed for and on behalf of the }  
 Queensland Fire and Rescue Authority }.....

In the presence of – .....

Signed for and on behalf of the }  
 United Firefighters' Union of }  
 Australia, Union of Employees, }  
 Queensland }.....

In the presence of – .....

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

In the presence of – .....

Signed for and on behalf of the }  
 Construction, Forestry, Mining }

and Energy Union of Employees, }  
Queensland }.....

In the presence of – .....

Signed for and on behalf of the }  
Queensland Fire Service Senior }  
Officers' Association, Union }  
of Employees }.....

In the presence of- .....

Signed for and on behalf of the }  
Queensland Public Sector Union }  
of Employees }.....

In the presence of- .....

Signed for and on behalf of the }  
Textile Clothing & Footwear Union of }  
Australia (Queensland Branch) }  
Union of Employees }.....

In the presence of – .....

Signed for and on behalf of the }  
Electrical Trades Union of }  
Employees of Australia }  
Queensland Branch }.....

In the presence of – .....

**APPENDIX 1**

1. The trial agreement of crewing levels between the United Firefighters' Union of Australia, Union of Employees, Queensland and the QFRA.
2. Review into remuneration levels for all pay point in the QFRA Fire Protection Officer level three classification and Rural Fire Management Officer level three classification and Communications supervisors and leading communications operators excluding AFcom.
3. Review of the classification levels for Public Safety Officers.
4. The QPSU and the QFRA agree that reclassification of the positions of employees covered by the QPSU arising from structural change or job redesign could proceed and that measures lie within the spirit of this agreement.
5. Structural change or job redesign of positions of employees covered by the QPSU could proceed and that measures lie within the spirit of this agreement.
6. The external training agreement.
7. Review of BA/Hazmat positions.
8. Recruitment and selection procedures.
9. Implementation of wellness / fitness initiative.
10. 1999 New Years Eve payment.
11. Finalisation of interim award.
12. Day work employees conditions.
13. 38 hour week allowance in superannuation salary.
14. Re-accreditation of First Aid / Resuscitation skills.
15. Recognition of Rescue Skills.

## Schedule A

**TOTAL FORTNIGHTLY SALARY RATES (Includes adjustment to the 38 hour week allowance and afternoon and night shift allowance on 1/9/99).**

<b>FPO 1 – Pay Points (3.0% at 1/7/99)</b>	<b>BasePay 1/9/99</b>	<b>Shift Allowance 1/9/99</b>	<b>38 Hr Week Allowance 1/9/99</b>	<b>Fortnightly 1/9/99</b>
1	\$916.50	\$236.00	\$60.60	\$1213.10
2	\$1033.40	\$261.00	\$68.10	\$1362.50
3	\$1131.20	\$282.00	\$74.40	\$1487.60
4	\$1226.70	\$302.40	\$80.50	\$1609.60
5	\$1298.30	\$317.80	\$85.00	\$1701.10

<b>FPO 2 – Pay Points (3.0% at 1/7/99)</b>	<b>BasePay 1/9/99</b>	<b>Shift Allowance 1/9/99</b>	<b>38 Hr Week Allowance 1/9/99</b>	<b>Fortnightly 1/9/99</b>
1	\$1513.60	\$364.00	\$98.80	\$1976.40
2	\$1562.50	\$374.50	\$101.90	\$2038.90
3	\$1622.00	\$387.20	\$105.80	\$2115.00

**ANNUAL/FORTNIGHTLY SALARY RATES (Including 38 Hour Week Allowance)**

<b>FPO – 3 Pay Points (3.0% at 1/7/99)</b>	<b>Annual 1/7/99</b>	<b>Fortnightly 1/7/99</b>
1	\$57580	\$2207.00
2	\$59518	\$2281.30
3	\$61391	\$2353.10

<b>FPO – 4 Pay Points (3.0% at 1/7/99)</b>	<b>Annual 1/7/99</b>	<b>Fortnightly 1/7/99</b>
1	\$68005	\$2606.60
2	\$69648	\$2669.40
3	\$71276	\$2732.00

**TOTAL FORTNIGHTLY SALARY (Includes adjustment to the 38 hour week allowance and afternoon and night shift allowance on 1/9/99).**

<b>CO 1 – Pay Points (3.0% at 1/7/99)</b>	<b>Base 1/9/99</b>	<b>Fortnightly 1/9/99</b>
1	\$1012.00	\$1335.20
2	\$1114.50	\$1466.30
3	\$1203.10	\$1579.60

<b>CO 2 – Pay Points (3.0% at 1/7/99)</b>	<b>Base 1/9/99</b>	<b>Fortnightly 1/9/99</b>
1	\$1356.50	\$1775.50
2	\$1400.30	\$1831.60
3	\$1444.00	\$1887.40

**TOTAL FORTNIGHTLY SALARY RATES**

<b>RFMO – 1 Pay Points</b>	<b>3% at 1/7/99 Annual</b>	<b>3% at 1/7/99 Fortnightly</b>
1	\$30008	\$1150.20
2	\$33715	\$1292.30
3	\$36812	\$1411.00
4	\$39838	\$1527.00
5	\$42106	\$1613.90

<b>RFMO – 2 Pay Points</b>	<b>3% at 1/7/99 Annual</b>	<b>3% at 1/7/99 Fortnightly</b>
1	\$48930	\$1875.50
2	\$50478	\$1934.80
3	\$52361	\$2007.00

<b>RFMO – 3 Pay Points</b>	<b>3% at 1/7/99 Annual</b>	<b>3% at 1/7/99 Fortnightly</b>
1	\$54699	\$2096.60
2	\$56543	\$2167.30
3	\$58320	\$2235.40

**QFRA ADMINISTRATIVE STREAM PAY RATES FROM 1<sup>ST</sup> JULY 1999**

Classification Level	Pay Point	3% At 1/07/99	
		Fortnight	Per Annum
AO1	1	\$648.60	\$16921.52
	2	\$715.70	\$18672.11
	3	\$782.50	\$20414.88
AO2	1	\$948.70	\$24750.92
Age 21	2	\$983.00	\$25645.78
	3	\$1017.60	\$26546.83
	4	\$1051.80	\$27440.73
	5	\$1086.50	\$28346.02
	6	\$1120.80	\$29240.89
	7	\$1155.30	\$30140.97
	8	\$1190.00	\$31046.27
AO3	1	\$1271.00	\$33159.50
	2	\$1318.70	\$34403.96
	3	\$1366.50	\$35651.03
	4	\$1414.40	\$36900.71
AO4	1	\$1497.80	\$39076.55
	2	\$1546.50	\$40347.10
	3	\$1595.50	\$41625.48
	4	\$1644.30	\$42898.64
AO5	1	\$1731.60	\$45176.23
	2	\$1774.90	\$46305.90
	3	\$1830.10	\$47746.03
	4	\$1879.50	\$49034.84
AO6	1	\$1982.60	\$51724.65
	2	\$2028.30	\$52916.93
	3	\$2073.30	\$54090.95
	4	\$2118.80	\$55278.01
AO7	1	\$2215.30	\$57795.63
	2	\$2268.10	\$59173.14
	3	\$2320.90	\$60550.66
	4	\$2373.40	\$61920.34
AO8	1	\$2451.50	\$63957.92
	2	\$2498.10	\$65173.68
	3	\$2544.60	\$66386.83
	4	\$2591.00	\$67597.38

**QFRA OPERATIONAL STREAM PAY RATES FROM 1<sup>ST</sup> JULY 1999**

Classification Level	Pay Point	3% At 1/07/99	
		Fortnight	Per Annum
OO1	1	\$539.80	\$14083.00
	2	\$617.10	\$16099.71
	3	\$694.30	\$18121.63
	4	\$772.00	\$20140.94
	5	\$849.60	\$22165.47
	6	\$927.30	\$24192.61
OO2	1	\$948.70	\$24754.43
	2	\$984.70	\$25690.13
	3	\$1021.10	\$26639.78
	4	\$1057.00	\$27576.39
OO3	1	\$1077.50	\$28111.22
	2	\$1106.20	\$28859.98
	3	\$1134.00	\$29585.27
	3	\$1161.80	\$31310.55
OO4	1	\$1213.30	\$31654.15
	2	\$1252.10	\$32666.41
	3	\$1290.80	\$33676.07
	4	\$1329.50	\$34685.72
OO5	1	\$1364.00	\$35585.81
	2	\$1408.50	\$36746.78
	3	\$1453.20	\$37912.97
	4	\$1497.70	\$39073.94
OO6	1	\$1563.40	\$40788.01
	2	\$1600.10	\$41745.49
	3	\$1644.30	\$42898.64
OO7	1	\$1721.90	\$44923.17
	2	\$1763.60	\$46011.09
	3	\$1805.20	\$47096.40

**QFRA PROFESSIONAL STREAM PAY RATES FROM 1<sup>ST</sup> JULY 1999**

Classification Level	Pay Point	3% At 1/07/99	
		Fortnight	Per Annum
PO1	1	\$692.50	\$18066.84
	2	\$796.70	\$20785.35
	3	\$901.00	\$23506.46
	4	\$1005.00	\$26219.75
	5	\$1061.60	\$27696.40
	6	\$1118.10	\$29170.45
	7	\$1174.40	\$30639.27
PO2	1	\$1269.50	\$33120.37
	2	\$1339.20	\$34938.79
	3	\$1408.80	\$36754.61
	4	\$1478.40	\$38570.42
	5	\$1548.20	\$40391.45
	6	\$1617.30	\$42194.22
PO3	1	\$1697.70	\$44291.80
	2	\$1748.90	\$45627.60
	3	\$1800.00	\$46960.74
	4	\$1851.40	\$48703.73
PO4	1	\$1969.30	\$51377.66
	2	\$2000.70	\$52196.86
	3	\$2069.30	\$53986.59
	4	\$2120.50	\$55322.36
PO5	1	\$2215.30	\$57795.63
	2	\$2268.10	\$59173.14
	3	\$2320.90	\$60550.66
	4	\$2373.50	\$61922.95
PO6	1	\$2451.50	\$63957.92
	2	\$2498.10	\$65173.68
	3	\$2544.60	\$66386.83
	4	\$2591.00	\$67597.38



**QFRA TECHNICAL STREAM PAY RATES FROM 1<sup>ST</sup> JULY 1999**

Classification Level	Pay Point	3% At 1/07/99	
		Fortnight	Per Annum
TO1	1	\$692.50	\$18066.84
	2	\$796.50	\$20785.35
	3	\$901.00	\$23506.46
	4	\$1005.00	\$26219.75
	5	\$1061.60	\$27696.40
	6	\$1118.10	\$29170.45
	7	\$1174.40	\$30639.27
TO2	1	\$1195.30	\$31184.54
	2	\$1239.10	\$32327.25
	3	\$1283.00	\$33472.57
	4	\$1326.40	\$34617.89
	5	\$1370.70	\$35760.60
	6	\$1414.80	\$36900.71
TO3	1	\$1497.80	\$39076.55
	2	\$1537.70	\$40117.53
	3	\$1577.50	\$41155.87
	4	\$1617.30	\$42194.22
TO4	1	\$1697.70	\$44291.80
	2	\$1751.50	\$45695.41
	3	\$1805.20	\$47096.40
TO5	1	\$1890.50	\$49321.82
	2	\$1935.20	\$50488.01
	3	\$1989.40	\$51902.05
	4	\$2044.50	\$53339.57
TO6	1	\$2110.00	\$55048.42
	2	\$2162.60	\$56420.72
	3	\$2215.30	\$57795.63

**QFRA MAINTENANCE & SERVICES PAY RATES FROM 1<sup>ST</sup> JULY 1999**

Classification Level	Pay Point	3% At 1/07/99	
		Fortnight	Per Annum
<b>C2(b)</b>	160%	\$1929.60	\$50341.96
<b>C2(a)</b>	150%	\$1809.80	\$47216.42
<b>C3</b>	145%	\$1749.80	\$45651.06
<b>C4</b>	135%	\$1629.50	\$42512.51
<b>C5</b>	130%	\$1569.10	\$40936.72
<b>C6</b>	125%	\$1509.40	\$39397.19
<b>C7</b>	115%	\$1389.10	\$36240.65
<b>C8</b>	110%	\$1328.70	\$34664.85
<b>C9</b>	105%	\$1268.80	\$33102.10
<b>C10</b>	100%	\$1208.60	\$31531.58
<b>C11</b>	92.4%	\$1117.20	\$29146.97
<b>C12</b>	87.4%	\$1057.20	\$27581.61
<b>C13</b>	82%	\$992.10	\$25883.19
<b>C14</b>	79%	\$956.10	\$24943.98