

## **EB Update**

We are pleased to advise members that the parties have reached “Agreement in Principle” for our Certified Agreement.

“Agreement in Principle” means that QPCOUE Executive endorses the proposed Agreement and recommends acceptance of the Agreement.

This proposal contains numerous significant improvements to wages and conditions for Commissioned Officers in excess of the benefits already announced. An overview of the proposal is as follows:

The guaranteed wage outcome is as follows:

### **Wage Increases**

- 4% on 1 July 2022
- 4% on 1 July 2023
- 3% on 1 July 2024

### **Cost of Living Adjustment**

A payment of up to 3% per year in addition to the above Wage Increases if the Brisbane, March CPI exceeds that years percentage Wage Increase. If the CPI exceeds the Wage Increases, these payments would occur on:

- 30 June 2023
- 30 June 2024
- 30 June 2025

### **Superannuation on Allowances and Superannuation changes to make co-contribution optional**

The Government has also announced that Superannuation will now be paid on Allowances that are deemed to be “Ordinary Time Earnings” – these allowances are listed at the end of this update.

Further, unless you are in defined benefit which is calculated on a co-contribution, your current co-contribution of 6% will now be optional. This means you can take 6% of your wage now or continue to pay it toward your super and STILL receive 18% super. The choice is yours.

### **Frontline Service Strategy**

- *More flexibility for managers around extended shifts:*

Where officers are on 9 or 10 hour shifts, the parties may agree to extend the maximum number of weekend hours (448) up to 56 weekend shifts. Any such agreement must be in writing.

### **Work/Life Balance**

- *Amendments to Commissioned Officer’s ‘Hours of Work’ provisions including:*

- (i) Recognition that periods of leave will be respected
- (ii) Recognition that whilst Commissioned Officers may be contacted outside hours where required, this should be limited as far as practicable

#### **No debiting of Public Holidays during Annual Leave**

- A new provision that provides for the non-debiting of public holidays from Annual Leave during periods of Annual Leave for ALL Police Officers.

#### **New Allowance**

- *RDO Allowance for Commissioned Officers*  
Regional Duty Officers (RDO) who are rostered to work rotating shift work to be paid a new RDO Allowance of 12.5% of their base rate.  
  
The allowance is in lieu of all shift and weekend penalty rates, public holiday rates, and annual leave loading.
- *Disaster or Significant Events*  
Introduce a consolidated field allowance of \$150 per day for all interstate and intrastate deployments when undertaking duties associated with significant events that require a coordinated police response.  
  
It is acknowledged that significant events are predicted to increase, and the consolidated allowance recognises the coordination role and functions performed by commissioned officers during such events.
- *Vehicle Allowance*  
Introduce a vehicle allowance for Chief Superintendents based on the vehicle allowance of comparable salary levels of Senior Executive Service (SES) employees.

#### **Extension of Existing Allowances**

- *Detective and Plain Clothes Allowance Amendment*  
Introduce a revised Detective Allowance that combines existing Detective and Clothing Allowances. This will ensure that this allowance will be superannuable.

#### **Lateral Transfer Provisions for Commissioned Officers**

- *Introduce a new clause that provides for limited Lateral Transfers for Commissioned Officers in three (3) specific circumstances – namely:*
  - (i) Exceptional and Limited Compassionate/Health grounds,
  - (ii) Return from Remote Locations after completion of tenure (Mt Isa, Longreach, Horn Island, Charleville, Weipa); and
  - (iii) Return from Secondment from external agencies.

#### **Miscellaneous**

- *Chief Inspector Insignia*

Introduce a Chief Inspector designation and insignia for Inspectors who at the top paypoint and who have completed a Graduate Diploma qualification.

- *Chief Superintendent*  
Insert a third salary increment level at the top of the Chief Superintendent rank structure based on a 2% increment increase.
- *Twelve months higher duties recognised for increment increases on promotion*  
A new provision that recognises periods of higher duties performed at the rank for an accumulated period of 12 months over the previous 24 months to allow an incremental advancement on promotion of one paypoint.
- *Officers must complete tenure to retain rank upon promotion*  
Officers promoted to their current position who have not completed a minimum tenure and who choose to apply for an officer-initiated transfer must voluntarily relinquish their promotion and revert to their previous rank to receive TAC support.
- *Part Time Employment and Flexible Work Arrangements*  
A new clause to provide clarity to Part Time Employment and Flexible Work Arrangements
- *Sick Leave Bank*  
Significant improvements to the Sick Leave Bank
- *Sick Leave conversion*  
A new provision that provides for officers that transition to staff member roles covered by the agreement (e.g. PLOs and AWOs) to retain their existing sick leave accruals.

### **Reviews**

- The Service will undertake a review of the application of the Operational Shift Allowance during the life of this Agreement, specifically in relation to the operational and financial viability of individual rosters. The Service undertakes to include QPUE representatives in the review process, and to provide timely advice of any proposed changes.
- A review in relation to developing a system for the recording and taking of accrued PDOs
- The Service commits to consulting with the relevant unions to develop a policy in relation to rejoiners within 6 months of the date of certification of this Agreement.

### **Non Contentious Items**

- *Recognition of pro-rata entitlement to PDA allowance*
- *Commitment to ensure Commissioned Officers performing venue commander duties outside ordinary hours have access to full day of time off.*

## **Operative Dates**

It is important that member understand that there will be a range of different operative dates for particular entitlements:

1. All of the Wage Increases and equivalent increases to existing allowances will be backdated to 1 July 2022;
2. As always, any new allowances or new entitlements will be operative from the Date of Certification;
3. The implementation of OSA for AWO and Part Time officers will take effect from the commencement of the next equity year (22 April 2023).
4. The Superannuation changes are yet to be finalised so we are unable to provide a specific date as to when the changes will apply. These specific changes will require a lot of advice to members and potentially require members to provide advice back to Q Super – particularly in relation to your 6% co-contributions. For this reason the start date will be AFTER the Date of Certification. We will let members know as soon as we a definite start date.

## **Process from Here**

- The QPS and Unions will undertake State Wide information sessions to explain all elements of the proposed Agreement and answer questions from members. After the information sessions ALL members will get the opportunity to vote on the proposed Agreement;
- The ballot will include both email & telephone voting conducted by the Australian Election Company through the QPS system;
- If the agreement is approved by a valid majority of the employees (50% plus one of the employees who vote), it will be certified in the Queensland Industrial Relations Commission;
- If approved, the Certified Agreement will have a duration of three (3) years;
- QPS will then process back pay.

***SUPERANNUATION - LIST OF OTE ALLOWANCES***

- Locality Allowance
- Remote Locality Incentive Payment
- Shift Allowance 15%
- Area Allowance
- Disaster Declaration Allowance
- Regional Duty Officer Allowance
- Detective Allowance and Plain Clothes Allowance