



## QUEENSLAND POLICE SERVICE CERTIFIED AGREEMENT 2022 (EB10)

### SUMMARY OF CHANGES

The following is a summary of the agreed outcomes of the negotiations for a new Agreement which will replace the Queensland Police Service Certified Agreement 2019 (EB9).

#### **Duration:**

The Agreement operates until 30 June 2025.

#### **Application:**

The Agreement applies to:

All police officers [except those on contract e.g. Assistant Commissioners]; and

The following staff members – Police Liaison Officers; Torres Strait Island Police Liaison Officers; Assistant Watchhouse Officers; Members of the Police Pipes and Drums.

#### **Agreed Outcomes:**

- **Wage Increases**

Wage increases of 4% per annum applicable from 1 July 2022 and 1 July 2023, and an increase of 3% from 1 July 2024.

The new wage rates are contained in Appendix 1 of the new Agreement.

- **Cost of Living Adjustment (COLA)**

In simple terms, this one-off payment may occur after 30 June in each of the Agreement years, whereby the payment is worth 1% of annual salary for each percentage the annual adjusted Brisbane CPI for the year ended 31 March is in excess of the relevant EB salary increase in that year.

For example, if the Brisbane CPI rate over 1 April 2022 to 31 March 2023 year is 6.2%, then all employees covered by the new Agreement will be paid a one-off payment of 2.2% (6.2% - 4% EB increase) of annual salary in the period after 30 June 2023.



Relevant information about the COLA can be found at <https://qldpolice.sharepoint.com/sites/HumanResources>

- **Access to Paypoints**

Effective from 1 July 2022 there is a new paypoint at the Chief Superintendent rank at 7.3. Those officers (other than those subject to discipline or PIPs) with at least 12 months service at pay point 7.2 as at 30 June 2022 will automatically be progressed to the next paypoint (without needing to make separate applications). If eligible officers gain 12 months service at current paypoint on or after 1 July 2022, the usual paypoint progression application will need to be submitted.

Senior Pipes and Drums Bandpersons at OO5(1) for a minimum of two years with satisfactory DAP and vetting will transition to Level OO5(2) as from 1 July 2022.

The Pipe Major and Drum Sergeant at OO6 for a minimum of four years with satisfactory DAP and vetting will transition to Level OO7(1) as from 1 July 2022.

A Senior Constable on paypoint 2.10 will be deemed a Leading Senior Constable upon becoming LCP (or MDP equivalent) qualified for promotion to Sergeant rank.

Those Inspectors who reach Paypoint 5.7 and who have obtained a Graduate Diploma qualification or higher shall be deemed a Chief Inspector with appropriate insignia.

- **Accelerated Progression – Rural and Remote Locations**

At specified locations and only for a specified number of officers, accelerated progression will be provided, where the officer agrees in writing to remain at that location for a further 2 years. Those Constables where accelerated progression moves them to paypoint 2.1 will undertake higher duties until criteria for progression is satisfied. Accelerated progression does not allow a Senior Constable to be paid higher than paypoint 2.10.

The arrangement gives the officer an additional paypoint progression after 12 months and 24 months of the additional tenure period.

- **Extension of OSA to Part-time Non-Commissioned Officers and Assistant Watchhouse Officers**

These officers can elect to apply to move on to OSA arrangements with same conditions re equity etc applicable. Applications can be



made from the commencement of the next equity year being 22 April 2023.

- **Public Holidays occurring during Annual Leave**

From date of certification of the new Agreement, all annual leave for police officers will be exclusive of public holidays.

For OSA officers, any public holidays, (including for those shifts where sick leave is accessed with a medical certificate) not actually worked will not count as one of the 7 that may be rostered.

- **Allowance Increases & Amendments and New Allowances**

Numerous allowances including those linked to a pay rate are adjusted based on the percentage adjustment to salaries (Area, CPO, Diving, Dog Handler's, EORT, Field Training Officer, NOSA, OIC, On Call, One/Two Officer Station, PCYC Zonal Coordinator, Professional Development Allowance, Prosecutors, QPCYWA, OSA, SERT, Shift, Residential Beats, SARCIS and TSIPSO Supervisor allowances).

New allowances are the Disaster or Significant Events Allowance, late Night Operational Shift Allowance, Motor Vehicle Allowance, Regional Duty Officers Allowance and the Tactical Flight Operations Allowance.

The Dignitary Protection Clothing Allowance has been extended to Witness Protection officers.

The FTO Allowance has been extended to Forensic Services Training Officers.

The Prosecutors Allowance has been extended to brief managers.

A new combined Detective / Plain Clothes Allowance replaces the old Detective and Clothing allowances with respect to Detectives, Plain Clothes Officers and the Facilitators attached to the Detective and Specialist Investigative Training Unit.

Rural Locality Incentive Payment (RLIP) arrangements have been inserted into the new Agreement at Appendix 5.

- **Overtime**

From date of certification, overtime will be paid at double time for those officers at residential beats and attached to Water Police establishments.



Non-commissioned officers not on call are entitled to payment of overtime based on actual work performed, when contacted outside ordinary hours and required to perform duties at home.

- **Commissioned Officers**

Commissioned Officers performing venue commander roles outside of rostered hours will be entitled to a day off in lieu.

Professional Development Allowance for Commissioned Officers is now amended to clarify pro rata entitlements when an officer is promoted into Inspector rank.

- **Lateral Transfer**

Where a Police Officer is promoted to a location, and within the initial tenure period seeks a TAC transfer out of the position, the officer will be required to agree to reversion to original rank, in order to gain TAC support.

Provisions have also been inserted giving Commissioned Officers access to lateral transfer arrangements through TAC in certain circumstances.

Specific arrangements are also introduced to manage the placement of TAC-approved officers into new roles/locations, whereby HR Division will nominate officers to the delegate based on certain principles. Where a nominated officer is not approved by the delegate, the delegate will be required to provide written reasons to the officer.

- **Higher Duties**

A Police Officer promoted to a higher rank will commence at one paypoint higher than normal, where the officer has performed higher duties at the new rank for an aggregate period of 12 months or more in the immediately preceding 24 months.

- **Additional Leave for Frontline Officers**

Those non-commissioned officers on OSA who perform at least 46 weekend shifts and 7 public holidays shifts each equity year will be granted a one-off credit of one weeks leave. This leave credit must be utilised by 30 September in the year following the granting of the leave credit and if not used, will be forfeited.

- **Right to Disconnect**



Both Commissioned Officers and Non-Commissioned Officers now have certain rights to disconnect from the workplace when performing work. There are certain exclusions including emergencies, welfare reasons and contact with an officer to offer them overtime/Specials.

- **Reviews**

The parties have agreed to undertake the following reviews:

- Review into developing an appropriate system for the recording and taking of banked PDOs;
- Review into the application of Operational Shift Allowance;
- Review of Rejoiner policy with respect to commencement rank and paypoint for new appointees with previous experience; and
- Review of all PLO and TSIPLO training prior to 1 July 2023.