

EBA 11

QPUE

Log of Claims

Without Prejudice



Without Prejudice

Wage Rates

- Wage increases to all paypoints as follows:
 - 1 July 2025 – 8%
 - 1 July 2026 – 8%
 - 1 July 2027 – 8%

Staffing Issues

- Introduce a Minimum Staffing Model for all Police Establishments
- First Year Constables not to be placed in substantive position numbers

Without Prejudice

Rank Structure

- Restructure the Constable and Non-Commissioned Officer paypoints in accordance with the proposed “Paypoint Restructure” (Appendix 1).

Hours of Work/Rosters

- Amend Section 22 (2) & (3) of current EB to remove 8hr and substitute 9hr (consistent) with the trials at the Gold Coast and North Brisbane) to be implemented at General Duties Stations

Allowances

- **General Duties**

- Payment of a new allowance and/or entitlement to address the severe attraction and retention issue negatively impacting front line policing
- Accelerated progression through paypoints at busy stations e.g. Logan
- Provision of 'Developmental Equity' for General Duties officers
- Introduce a General Duties Shift Supervisor Allowance

- **New provisions For Specific Groups**

Introduce a specific allowance and/or a new provision for the following groups of employees:

- Blue Light
- CCC allowance
- Dedicated Source Unit
- Dignitary Protection
- Disaster Management Support Officer
- District Duty Officers Allowance
- Dive Squad
- Dog Squad
- Driving Skills Instructors
- DVI
- EEU
- EORT
- Field Training Officers
- Forensic (SOCO, Scientific, Fingerprint Bureau, Electronic Evidence Examination Unit, Digital Imaging and Electronic Recording Section, DNA Management Section, Coronial Support Section, Disaster Victim Identification Squad)
- Intelligence Sections
- Major Events
- Mounted Unit
- PCYC
- POLAIR
- Prosecutors
- PSRT
- Railway Squad
- SERT
- Stock Squad
- Surveillance
- Synthetic Drug Operations Unit
- Technical Surveillance Unit
- Trainers, including OST, POST, DFTO, FSTO and Taser Instructors
- Water Police

- **Operational Shift Allowance**

- Increase OSA to 25%, NOSA to 20% and Late NOSA to 30%;
- Introduce a tiered, composite OSA Allowance inclusive of NOSA and Late NOSA
- Each officer shall be rostered off at least two (2) full weekends in each 28 day roster
- Unless justifiable, employees will not be rostered to work more than three (3) weekends in a row across adjoining rosters
- Individual officers to be able to access the OSA when they work a minimum number of penalty shifts (afternoons/nights/weekends/public holidays)
- Payment of OSA on Long Service Leave

- **Officer in Charge Allowance**

- Restructure the OIC Payments and Qualification Criteria in accordance with the submission entitled 'Senior Sergeant OIC Enterprise Bargaining Considerations'
- Restructure Sergeant OIC Payments and Criteria in accordance with tabled submission
- Designate relevant Senior Sergeant Crime Managers as OIC
- Include all subordinate staff however so occupied

- **SARAS and Professional Development Allowance**

- SARAS to apply to any course related to the substantive duties of the Officer
- Introduce a superannuable *Professional Development Allowance* for all Sergeants and Senior Sergeants

- **Locality Allowance**

- Increase Locality Allowance in line with wage outcomes

- **International Travel Allowance**

- Increase International Travel Allowance in line with wage outcomes

One and Two Officer Stations

- Receive NOSA when performing night shifts
- Payment of overtime in excess of three hours per instance and for second and subsequent callouts in each 24 hour period
- Employees on a composite allowance to receive overtime when they receive a phone call in accordance with Clause 18.5(i) of the *QPS Employees Award State – 2016*
- OIC of Single Officer Stations to receive the OIC Allowance
- Officers who complete two consecutive tenures at a One Officer Station to progress to Sergeant Rank
- Must provide relief when an officer is away from station for more than 28 days
- Travelling Allowance to be paid (where applicable) for relieving periods of three months or less
- Fatigue Management and 10 Hour Break provisions to apply

Overtime

- All overtime to be paid at double time for all employees

Recall to Duty

- Address fatigue management issues with current arrangements

Higher Duties/Relieving

- Officers on Higher Duties for 12 months to access paypoint progression. If promoted, the officer is to be appointed to the highest paypoint achieved in previous 24 months
- Sick Leave on Higher Duties to be paid at the Higher Duties rate

Leave Entitlements

- **Sick Leave**
 - 50% of all unused sick leave left by separating members to be paid to the officer and 50% to be rolled into the Sick Leave Bank
 - QPS to contribute two days per officer per year to the Sick Leave Bank
 - Members who rejoin to be re-credited their sick leave balance
- **Gender Affirmation Leave**
 - Introduce Leave provisions in line with Policy
- **Carer's Leave**
 - Recredit of Carer's Leave in compelling circumstances

Disciplinary Process

- Officers involved in the disciplinary process to be able to progress through paypoints in accordance with the *Certified Agreement* provisions

Stand-down/Suspension Provisions

- Appropriate payment of members

Expressions of Interest for Relieving

- If a merit process (closed or open) is run for EOIs for relieving or training opportunities, then successful members out of tenure must be released by their District/Command

Training Issues

- FTO payment based on number of FYC's being trained
- Criteria/Process for removal of FTO designation

Remote and Rural Incentives

- Introduce a range of Remote and Rural attraction and retention incentives, including the following:
 - Introduce an Island Allowance
 - Insert a provision to ensure that employees are able to transfer out in a timely manner at the conclusion of tenure
 - Officers in Rural and Remote locations who win another position on merit in the same location will not be held to tenure if they subsequently win another position on merit in a different location
 - Extension of Concessional Flights to Charleville and Longreach
 - Increase RLIP in line with Base Rate increases
 - Storage costs paid for Second Year Allocations

Without Prejudice

Non-Sworn Members (PLO's, AWO's, QATSIPO's and Police Pipes and Drums)

- All non-sworn members to be paid overtime at double time rates
- All non-sworn members to receive the Locality Allowance
- All non-sworn members to have access to the Sick Leave Bank
- All non-sworn members to receive six weeks Annual Leave
- All non-sworn members to receive 100% of their wage whilst they are on WorkCover
- All non-sworn members to receive the 'Qualification Allowance' whenever they meet the criteria, regardless of their current pay point
- All non-sworn members to have access to FTO Allowance when mentoring
- All non-sworn members to receive recognition of previous service in other police jurisdictions for Pay Point Progression purposes
- Non-sworn transfer process to be established

Police Liaison Officers

- Implement all claims contained in the PLO proposal (as tabled)

Watchhouse Officers

- Implement the paypoint restructure as per the Watchhouse Officers proposal (as tabled)
- Extend to relevant AWO's in receipt of the OSA the leave entitlement contained in Clause 61(5) of the *QPS Certified Agreement 2022*

Non – Contentious Items

- All Non-Contentious items deemed to be part of the Log of Claims

APPENDIX 1

PAYPOINT RESTRUCTURE

	1/07/2024	1/07/2025 (Pre Base Rate increases)
	<i>Per Annum</i>	<i>Per Annum</i>
CONSTABLE		
1	72,322	79,790
2	75,575	82,184
3	78,816	84,649
4	82,051	87,188
5	86,583	89,804
6	90,313	92,498
SENIOR CONSTABLE		
1	90,313	92,498
2	92,393	94,578
3	94,521	96,706
4	96,708	98,882
5	98,915	101,107
6	101,190	103,382
7	103,528	105,708
8	105,907	108,087
9	108,333	110,519
10	110,467	113,005
SERGEANT		
1	110,467	113,005
2	112,213	114,983
3	114,459	116,995
4	116,755	119,042
5	118,469	121,125
6	121,584	123,245
7	124,023	125,401
8		128,153
SENIOR SERGEANT		
1	126,885	128,153
2	128,837	130,396
3	130,791	132,677
4	132,429	134,998
5	134,736	137,360
6	138,109	139,763
7	141,558	142,973
8		144,692