



Aggregate Rate Win

One of the wins that came from the recent Queensland Industrial Relations Commission's (QIRC) decision was on Aggregate Rates.

The Aggregate Rate win came as a direct result of United Voice negotiations with the QAS. The Government's position going into the arbitration was to deduct any Aggregate Rate wins from the salary rises. The union was successful in pushing back on this in negotiations with QAS.

Furthermore, **for the first time the Aggregate Rate will be expanded to include afternoon and night shifts, on call allowances and weekend penalties.**

Importantly, the aggregate rate will also apply when members work on a public holiday **i.e. members will receive payment for shift penalties and allowances in addition to public holiday penalties for the first time.**

The Aggregate Rate not only results in a more consistent fortnightly income, but also results in additional pay increases over and above the 2.2% awarded by the QIRC.

This specific wage increase each member receives from the Aggregate Rate will depend on each roster.

The Aggregate Rate is calculated in the same manner as the current AWP, but will be expanded to include afternoon and night shifts, on call allowances and weekend penalties. QAS propose there be five aggregate rates within Queensland, with the aggregate rate applying to individual members calculated by taking the total of current entitlements and rounding up to the nearest applicable percentage, as follows:

- 23%
- 26.5%
- 28%
- 29.5%
- 36.5%

The union has received a written guarantee from the QAS and its legal representatives that no member will be worse off due to the implementation of the aggregate rate.

The securing of the aggregate rate entitlement is a win for members.

Gary Bullock, Secretary, United Voice Queensland

