



Above Award and Remuneration Policy

Policy Number	104
Policy Category	Council
Date Adopted	15 June 2026
Resolution Number	CNL/26/163
Approval Authority	Council
Next Review Date	1 July 2029
Policy Version Number	1
Department	Human Resources and Safety
Policy Owner	Human Resources and Safety Manager

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PURPOSE

The purpose of this policy is to outline Diamantina Shire Council's approach to employee remuneration and financial benefits.

Council aims to provide competitive remuneration by providing over award payments to attract and retain a skilled workforce in a remote environment, while maintaining flexibility to respond to operational and financial requirements.

SCOPE

This policy applies to all employees of Diamantina Shire Council, unless otherwise specified.

HUMAN RIGHTS COMMITMENT

Council has considered the human rights protected under the *Human Rights Act 2019* (Qld) (the Act) when adopting and/or amending this policy. When applying this policy, Council will act and make decision in a way that is compatible with human rights and give proper consideration to a human right relevant to the decision in accordance with the Act.

PRINCIPLES

Council's remuneration framework is based on the following principles:

- alignment with relevant industrial awards (as a minimum standard)
- provision of above-award remuneration to support attraction and retention
- transparency and consistency in the application of remuneration practices
- flexibility to adjust settings in response to organisational and financial needs

APPLICATION

This policy shall apply to all Council employees covered by the following parent awards:

- Queensland Local Government Industry (Stream A) Award – State 2017 (Stream A)
- Queensland Local Government Industry (Stream B) Award – State 2017 (Stream B)
- Queensland Local Government Industry (Stream C) Award – State 2017 (Stream C)
- Training Wage Award – State 2012

Excluding Senior Executive Staff who are employed under non-award employment contracts.

This policy provides for remuneration and benefits more than award entitlements.

ABOVE AWARD REMUNERATION

Council provides employees with remuneration above the applicable award rates.

- Employees will be paid **35%** above the relevant award-based rate of pay.
- Above-award payments form part of an employee's ordinary rate of pay for the purpose of calculating superannuation, overtime and leave entitlements, unless otherwise specified.

- The above-award payment is intended to compensate employees for certain monetary entitlements that may otherwise be payable under clause 13 of the relevant award, except where specific allowances are provided for separately under this policy and except for the following allowances (where applicable under the relevant award) which will continue to be paid where relevant:
 - Leading Hand allowance (Stream B Division 2 Section 5 Clause 13.11; Stream C Division 2 Section 1 Clause 13.17; Division 2 Section 2 Clause 13.12)
 - Construction, reconstruction, alteration, repair and/or maintenance work (Stream B Division 2 Section 5 Clause 13.2)
 - Construction/onsite allowance (Stream C Division 2 Section 1 Clause 13.7; Division 2 Section 2 Clause 13.4)
 - First-aid allowance (Stream A Division 2 Section 1 Clause 13.1; Stream B Division 2 Section 5 Clause 13.9; Division 2 Section 7 Clause 13.2; Stream C Division 2 Section 1 Clause 13.12; Division 2 Section 2 Section 2 Clause 13.9)
 - Live Sewer Allowance (Stream B Division 2 Section 5 Clause 13.12; Stream C Division 2 Section 2 Clause 13.13)
 - Work under extraordinarily difficult or unpleasant conditions (Stream A Division 2 Section 1 Clause 13.7)
 - Work under unpleasant conditions (Stream C Division 2 – Section 1 Clause 13.29)
 - Tool Allowance (Stream B Division 2 Section 5 Clause 13.21; Stream C Division 2 Section 1 Clause 13.25; Division 2 Section 2 Clause 13.25)
- The above-award payment is also intended to compensate employees for not being paid a meal allowance in accordance with Stream A Division 2 Section 1 Clause 13.4, Stream B Division 2 Section 5 Clause 16.2 (c), Stream C Division 2 Section 1 Clause 13.18, Division 2 Section 2 Clause 13.16.
- The Chief Executive Officer may approve of a higher above-award percentage for specific roles where there are demonstrated recruitment or retention challenges.
- Council may review and vary the above-award percentage from time to time. Where a reduction is proposed, reasonable notice will be provided to affected employees.

ALLOWANCES

Locality Allowance

The locality allowance entitlements as provided for in Clause 13.2 of the *Queensland Local Government Industry (Stream) Award – State 2017* will, by virtue of this Agreement, apply to all Employees.

For the avoidance of doubt, it is confirmed that this allowance will replace the Divisional and District Allowance provided for in the:

- 14.1.a *Queensland Local Government Industry (Stream A) Award – State 2017*; and
- 14.1.b *Queensland Local Government Industry (Stream B) Award – State 2017*; and
- 14.1.c *Queensland Local Government Industry (Stream C) Award – State 2017*.

Camp Allowance

- a) All parties recognise the difficulties involved in camping and agree that Employees shall be entitled to a camp allowance of \$55 for each night spent at camp.
- b) Where Employees are required to stay in a pub/motel style accommodation that has no cooking facilities, Council shall provide meal allowance of \$40 per each night spent in the accommodation.

On-Call Allowance

- a) An Employee who is required to be on-call, at the direction and approval of Council shall be paid an allowance per day as follows:

Days Required	On Call Allowance
Monday to Saturday	\$30.00 per day
Sunday and Public Holidays	\$40.00 per day

- b) A weekly roster schedule shall be created and agreed to for work to be completed out of core hours. The Chief Executive Officer is the final approver of the agreement.
- c) Employees directed to remain on call will remain contactable, and in mobile telephone range, and will carry and respond to the nominated after-hours telephone and be available and report fit for duty within 30 minutes.
- d) With the view to managing employee fatigue, an employee should not ordinarily be rostered on- call for periods in excess of seven (7) days, following which a seven (7) daybreak from on-call will be provided. The parties acknowledge that there may be extenuating circumstances, including operational or resourcing issues, that require an employee to be rostered on-call more regularly.
- e) Employees assigned to on-call duties must not consume alcohol or use illicit drugs during the period of assignment.
- f) An Employee shall not be considered to be on call due to customary arrangement whereby the employee returns to the Council premise outside of ordinary hours to perform specific job.
- g) Employees called in during the ordinary hours of the working day are not entitled for on call allowance.

Call Out Payment – Employee required to leave their home to attend worksite

- a) An employee called out to work, whether or not in receipt of an on-call allowance provided under clause 6.3, shall receive a minimum payment of three (3) hours at the

applicable overtime rate.

- b) An employee shall not be entitled to a minimum payment in respect of each call-out on the same day.
- c) An employee recalled to work overtime may be required to perform additional work of a breakdown or emergent nature which arises during the course of the work which will be subject of the recall.
- d) An employee who is in receipt of the call-out allowance under this clause, who cannot be reasonably contacted or refuses to perform emergency work without legitimate reason to the satisfaction of Council, will forfeit any payments and or allowances provided for thin this clause for any such instance.

Toilet Cleaning Allowance

- a) An employee who is required to clean toilets other than merely by hosing them shall be paid an additional allowance at the rate of \$12.20 per week.
- b) The amount in subclause (a) shall be increased in accordance with any changes to clause 13.20 of the Stream B Award.

Higher Duties

Where an Employee is directed to perform work which carries a higher rate than their ordinary classification, Stream A, Stream B and Stream C Award Employees will be paid higher duties as follows:

- a) Where higher duties are performed for more than four (4) hours on any one day the Employee will be paid the higher rate for the whole day;
- b) Where higher duties are performed for four (4) hours or less on any one day the Employee will be paid higher duties for the period so worked.

Weather Observation Allowance

- a) Staff undertaking weather observations in accordance with the Bureau of Meteorology requirements will be paid a daily allowance in the amount of \$15.00
- b) No overtime or call out allowance will apply to readings taken on Saturday, Sunday or Public Holiday.

Rex Ground Handling Allowance

Staff undertaking REX EXPRESS HOLDINGS LIMITED ground handling services will be paid an allowance in accordance with below conditions:

- a) If the duties are undertaken entirely within the ordinary workings' hours of the staff, an allowance of \$50 will be paid on top of their ordinary hours.

- b) If the duties are undertaken outside of ordinary hours, the appropriate overtime rates will be paid minimum of three (3) hours. Additional allowance of \$50 will be paid.
- c) On-call allowance of \$50 per day if staff are called in during Saturday, Sunday and Public Holiday.

OTHER PROVISIONS

Rental Subsidies -Council Housing

- a) All permanent full-time employees are entitled to a rental subsidy of 57.5%, as stipulated in Council's Fees and Charges, which may be amended from time to time. The calculation of rent and applicable subsidies shall be in accordance with Council policy.
- b) All permanent part-time Council employees are entitled to a pro-rate rental subsidy as stipulated in Council's Fees and Charges, which may be amended from time to time. The calculation of rent and applicable subsidies shall be in accordance with Council policy.
- c) Casual employees are not eligible for rent subsidy.
- d) The terms and conditions governing housing allocation, including dwelling type, shall be determined in accordance with Council's Housing Policy, which may be amended from time to time.

Education Support for Children

- a) Permanent full-time and permanent part time employees with children attending years 8-12 either by distance education or through boarding school may be eligible for financial support.
- b) To be eligible, the child's principal place of residence must be the employee's principal residence in the shire.
- c) The Chief Executive Officer has the final discretion and approval for each claim for financial assistance including the determination of the amount.

Boarding School Arrangements

- a) Council will consider paying up to 50% of boarding fees where fees where not covered by any government subsidies or financial incentives. Maximum of \$3,000 per annum per child applies.
- b) The payment will be made directly to the boarding school upon presentation of appropriate invoices and reasonable supporting documents.
- c) Any Fringe Benefit Tax will be borne by the Council

Distance Education Arrangements

- a) Council will consider paying up to 50% of the distance education fees where fees were not covered by any government subsidies or financial incentives. Maximum of \$3,000 per annum per child applies.
- b) The payment will be made directly to the boarding school upon presentation of appropriate invoices and reasonable supporting documents.
- c) Any Fringe Benefit Tax will be borne by the Council

WAGE INCREASES

Wage Increases

Council agrees to pay Employees covered by this Policy wage increases in accordance with the following schedule:

- a) 3% from the first full pay on or after 1 July 2026
- b) 3% from the first full pay on or after 1 July 2027
- c) 3% from the first full pay on or after 1 July 2028
- d) 3% from the first full pay on or after 1 July 2029

Wage Levels

The Wage and Salary Rates that apply for the life of this Policy are as follows:

- a) Wage and salary rates that apply to the Employees covered by Stream A Award are found in Appendix A, Clause 1; and
- b) Wage and salary rates that apply to the Employees covered by Stream B Award are found in Appendix A, Clause 2; and
- c) Wage and salary rates that apply to the Employees covered by Stream C Award are found in Appendix A, Clause 3.

DEFINITIONS

Term	Definition
Act	<i>Local Government Act 2009</i> <i>Industrial Relations Act 2016</i>
Council	<i>Means Diamantina Shire Council</i>
Regulation	<i>Local Government Regulation 2012</i>
QES	<i>Queensland Employment Standards</i>
QIRC	<i>Queensland Industrial Relations Commission</i>
Modern Awards	<i>Queensland Local Government Industry Award (Stream A) – State 2017</i> <i>Queensland Local Government Industry Award (Stream B) – State 2017</i> <i>Queensland Local Government Industry Award (Stream C) – State 2017</i>

SUPPORTING DOCUMENTATION

Legislation	<i>Local Government Act 2009</i> <i>Local Government Regulation 2012</i> <i>Industrial Relations Act 2016</i> <i>Queensland Industrial Relations Commission</i> <i>Local Government Modern Awards (Qld)</i> <i>Anti-Discrimination Act 1991 (Qld)</i> <i>Human Rights Act 2019 (Qld)</i>
Council Policies	<i>Human Resources Policy</i>
Council Delegations	<i>Financial Delegations</i> <i>HR Delegations Register</i>
Council Forms	<i>Housing Request Form</i> <i>Higher Duties Form</i>
Supporting Documents	<i>Corporate Plan 2026-2031</i>

10VERSION CONTROL

Version	Adopted	Comment	eDRMS #
1	15 June 2026	Resolution: CNL/26/163	330553

APPENDIX A – CLAUSE 1**WAGES FOR EMPLOYEES COVERED BY STREAM A AWARD PER HOUR**

	Base Award (per hour)	Year 1	Year 2	Year 3	Year 4
	1-Jul-25	1-Jul-26	1-Jul-27	1-Jul-28	1-Jul-29
Stream A					
Level 1.1	\$ 27.64	\$ 37.32	\$ 38.44	\$ 39.59	\$ 40.78
Level 1.2	\$ 28.41	\$ 38.36	\$ 39.51	\$ 40.69	\$ 41.92
Level 1.3	\$ 29.26	\$ 39.49	\$ 40.68	\$ 41.90	\$ 43.16
Level 1.4	\$ 29.26	\$ 39.49	\$ 40.68	\$ 41.90	\$ 43.16
Level 1.5	\$ 29.99	\$ 40.48	\$ 41.70	\$ 42.95	\$ 44.24
Level 1.6	\$ 30.41	\$ 41.06	\$ 42.29	\$ 43.56	\$ 44.87
Level 2.1	\$ 31.26	\$ 42.19	\$ 43.46	\$ 44.76	\$ 46.11
Level 2.2	\$ 32.14	\$ 43.39	\$ 44.69	\$ 46.03	\$ 47.41
Level 2.3	\$ 32.99	\$ 44.54	\$ 45.88	\$ 47.25	\$ 48.67
Level 2.4	\$ 32.99	\$ 44.54	\$ 45.88	\$ 47.25	\$ 48.67
Level 3.1	\$ 33.89	\$ 45.75	\$ 47.12	\$ 48.54	\$ 49.99
Level 3.2	\$ 33.89	\$ 45.75	\$ 47.12	\$ 48.54	\$ 49.99
Level 3.3	\$ 34.81	\$ 47.00	\$ 48.41	\$ 49.86	\$ 51.36
Level 3.4	\$ 35.08	\$ 47.35	\$ 48.77	\$ 50.24	\$ 51.74
Level 4.1	\$ 35.78	\$ 48.30	\$ 49.75	\$ 51.24	\$ 52.78
Level 4.2	\$ 36.70	\$ 49.55	\$ 51.04	\$ 52.57	\$ 54.14
Level 4.3	\$ 37.60	\$ 50.76	\$ 52.28	\$ 53.85	\$ 55.47
Level 4.4	\$ 37.60	\$ 50.76	\$ 52.28	\$ 53.85	\$ 55.47
Level 5.1	\$ 38.52	\$ 52.01	\$ 53.57	\$ 55.17	\$ 56.83
Level 5.2	\$ 39.48	\$ 53.29	\$ 54.89	\$ 56.54	\$ 58.23
Level 5.3	\$ 39.48	\$ 53.29	\$ 54.89	\$ 56.54	\$ 58.23
Level 6.1	\$ 41.12	\$ 55.51	\$ 57.17	\$ 58.89	\$ 60.66
Level 6.2	\$ 42.73	\$ 57.69	\$ 59.42	\$ 61.20	\$ 63.04
Level 6.3	\$ 44.68	\$ 60.31	\$ 62.12	\$ 63.99	\$ 65.91
Level 7.1	\$ 44.68	\$ 60.31	\$ 62.12	\$ 63.99	\$ 65.91
Level 7.2	\$ 46.04	\$ 62.16	\$ 64.02	\$ 65.94	\$ 67.92
Level 7.3	\$ 46.04	\$ 62.16	\$ 64.02	\$ 65.94	\$ 67.92
Level 8.1	\$ 47.38	\$ 63.96	\$ 65.88	\$ 67.86	\$ 69.89
Level 8.2	\$ 48.65	\$ 65.68	\$ 67.65	\$ 69.67	\$ 71.77
Level 8.3	\$ 49.92	\$ 67.39	\$ 69.41	\$ 71.49	\$ 73.64
Level 8.4	\$ 51.19	\$ 69.10	\$ 71.17	\$ 73.31	\$ 75.51
Level 8.5	\$ 52.46	\$ 70.81	\$ 72.94	\$ 75.13	\$ 77.38

APPENDIX A – CLAUSE 2

Above Award and Remuneration Policy

Word Document ID: 330553

PDF Document ID: 330577

Document accurate and up to date at time of printing

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APPENDIX A – CLAUSE 2**WAGES FOR EMPLOYEES COVERED BY STREAM B AWARD PER HOUR**

	Base Award (per hour)	Year 1	Year 2	Year 3	Year 4
	1-Jul-25	1-Jul-26	1-Jul-27	1-Jul-28	1-Jul-29
Stream B (Operational Services)					
Level 1	\$ 27.12	\$ 36.61	\$ 37.71	\$ 38.84	\$ 40.00
Level 2	\$ 27.91	\$ 37.68	\$ 38.81	\$ 39.97	\$ 41.17
Level 3	\$ 27.91	\$ 37.68	\$ 38.81	\$ 39.97	\$ 41.17
Level 4	\$ 28.61	\$ 38.62	\$ 39.78	\$ 40.97	\$ 42.20
Level 5	\$ 29.01	\$ 39.17	\$ 40.34	\$ 41.55	\$ 42.80
Level 6	\$ 29.82	\$ 40.25	\$ 41.46	\$ 42.70	\$ 43.98
Level 7	\$ 30.66	\$ 41.39	\$ 42.63	\$ 43.91	\$ 45.23
Level 8	\$ 31.47	\$ 42.49	\$ 43.76	\$ 45.08	\$ 46.43
Level 9	\$ 32.33	\$ 43.64	\$ 44.95	\$ 46.30	\$ 47.69

APPENDIX A – CLAUSE 3**WAGES FOR EMPLOYEES COVERED BY STREAM C AWARD PER HOUR**

	Base Award (per hour)	Year 1	Year 2	Year 3	Year 4
	1-Jul-25	1-Jul-26	1-Jul-27	1-Jul-28	1-Jul-29
Stream C					
Building Worker Level 1 (a)	\$ 26.37	\$ 35.60	\$ 36.67	\$ 37.77	\$ 38.90
Building Worker Level 1 (b)	\$ 27.12	\$ 36.61	\$ 37.71	\$ 38.84	\$ 40.00
Building Worker Level 1 (c)	\$ 27.12	\$ 36.61	\$ 37.71	\$ 38.84	\$ 40.00
Building Worker Level 1 (d)	\$ 27.91	\$ 37.68	\$ 38.81	\$ 39.97	\$ 41.17
Building Worker Level 2	\$ 28.61	\$ 38.62	\$ 39.78	\$ 40.97	\$ 42.20
Building Tradesperson, Level 1	\$ 29.01	\$ 39.17	\$ 40.34	\$ 41.55	\$ 42.80
Building Tradesperson, Level 2	\$ 29.82	\$ 40.25	\$ 41.46	\$ 42.70	\$ 43.98
Building Tradesperson, Level 3	\$ 30.66	\$ 41.39	\$ 42.63	\$ 43.91	\$ 45.23
C14	\$ 26.37	\$ 35.60	\$ 36.67	\$ 37.77	\$ 38.90
C13	\$ 26.37	\$ 35.60	\$ 36.67	\$ 37.77	\$ 38.90
C12	\$ 27.12	\$ 36.61	\$ 37.71	\$ 38.84	\$ 40.00
C11	\$ 27.91	\$ 37.68	\$ 38.81	\$ 39.97	\$ 41.17
C10	\$ 29.01	\$ 39.17	\$ 40.34	\$ 41.55	\$ 42.80
C9	\$ 29.82	\$ 40.25	\$ 41.46	\$ 42.70	\$ 43.98
C8	\$ 30.66	\$ 41.39	\$ 42.63	\$ 43.91	\$ 45.23
C7	\$ 31.47	\$ 42.49	\$ 43.76	\$ 45.08	\$ 46.43
C6	\$ 33.21	\$ 44.83	\$ 46.18	\$ 47.56	\$ 48.99
C5	\$ 34.13	\$ 46.08	\$ 47.46	\$ 48.88	\$ 50.35
C4	\$ 35.01	\$ 47.27	\$ 48.69	\$ 50.15	\$ 51.65
C3	\$ 36.75	\$ 49.61	\$ 51.10	\$ 52.63	\$ 54.21
C2 (a)	\$ 37.66	\$ 50.84	\$ 52.36	\$ 53.93	\$ 55.55
C2 (b)	\$ 39.22	\$ 52.95	\$ 54.54	\$ 56.18	\$ 57.86