

Should Queensland maintain or terminate the referral of industrial relations jurisdiction for the unincorporated private sector to the Commonwealth?

Issues paper

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Office of Fair and Safe Work Queensland - Private Sector Industrial Relations
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Introduction

In 2009, the Queensland Parliament passed legislation to refer industrial relations matters for the unincorporated private sector to the Commonwealth - the *Fair Work (Commonwealth Powers) and Other Provisions Act 2009* (Qld) (Referral Act Qld). As a result, Queensland's private sector employers and their employees have been regulated by the *Fair Work Act 2009* (FW Act) since 1 January 2010.

A number of recent reviews in respect of the national industrial relations system have highlighted business concerns about the impact of the Fair Work system on workplace flexibility and productivity.

The Queensland Government recognises the role of industrial relations in creating a prosperous Queensland economy. Therefore the Department of Justice and Attorney-General (DJAG) has developed this Issues Paper for the purpose of seeking the views of industrial relations stakeholders and the business community on the most appropriate arrangements for the on-going regulation of industrial relations for the unincorporated private sector in Queensland and in particular, whether the Queensland Government should maintain or terminate referral of industrial relations jurisdiction for the unincorporated private sector to the Commonwealth.

All interested persons and organisations are invited to make a submission on the matters raised in this Issues Paper. All submissions received will be published on the DJAG website unless respondents note a requirement for confidentiality. Details on how to do this can be found on page one of this Issues Paper.

Contents

Introduction.....	iv
Contents	v
Purpose of this Issues paper.....	1
How to make a submission	1
Queensland’s industrial relations jurisdiction for the private sector	2
Background.....	2
The referral	2
Key business concerns about the Fair Work legislation.....	3
Implications of terminating Queensland’s referral of industrial relations jurisdiction for the unincorporated private sector.....	4
Implications for the incorporated private sector.....	4
Implications for the unincorporated private sector.....	4
Implications for certainty about jurisdiction.....	5
State Industrial Relations legislation and instruments.....	5
Western Australia – the non-referring State.....	5
Questions to consider.....	6
Attachment 1	7
Submissions consulted.....	7
Attachment 2	9
Estimation of the magnitude of unincorporated enterprise in Queensland.....	9
Attachment 3	13
List of State industrial awards.....	13

Purpose of this Issues paper

This Issues Paper provides the context against which to assess the regulation of industrial relations for the unincorporated private sector in Queensland and, in particular, whether the Queensland Government should maintain or terminate the referral of industrial relations jurisdiction for the unincorporated private sector to the Commonwealth..

The Issues Paper begins by providing the background to the referral of industrial relations matters for the unincorporated private sector to the Commonwealth. It then considers the introduction of the *Fair Work Act 2009* and, in brief, canvasses the major concerns of the business community with respect to the Fair Work system. The Paper then provides a broad overview of the implications of a change to the regulation of industrial relations for the unincorporated private sector in Queensland were Queensland to terminate its referral arrangements. A brief description of the regulation of industrial relations in Western Australia (a non-referring State) is also provided as a point of reference. Finally, the Paper poses a broad question as a guide to those wishing to make a submission.

Submissions will be used to inform consideration of the future regulation of industrial relations for the unincorporated private sector in Queensland.

How to make a submission

All personal information provided is subject to the *Information Privacy Act 2009* and the *Right to Information Act 2009*.

Please note that all submissions received will be published on the DJAG website unless respondents note a requirement for confidentiality.

Submissions close 5 pm, Friday 22 February 2013.

Submissions can be made by email, post or fax to:

Director (Industrial Relations Policy)
Private Sector Industrial Relations
Office of Fair and Safe Work Queensland
Department of Justice and Attorney-General
GPO Box 69
BRISBANE QLD 4001

Fax: (07) 32252275

Email: IRreferral@justice.qld.gov.au

Queensland's industrial relations jurisdiction for the private sector

Background

In 2006, in the *Workplace Relations Amendment (Work Choices) Act 2005* (Cth) (Work Choices), the Federal Government relied on the corporations power in the *Commonwealth of Australia Constitution Act* (Constitution) to bring constitutional corporations under federal industrial relations (IR) jurisdiction to the exclusion of the States. This considerably reduced the jurisdictional coverage of the state industrial relations systems. In Queensland, jurisdiction for private sector industrial relations was reduced from approximately 70% of employees to approximately 30 per cent post Work Choices (made up of slightly more than 15 per cent state and local government employees and slightly more than 14 per cent employees in unincorporated enterprises).

The states of Queensland, New South Wales (NSW), South Australia (SA), Victoria and Western Australia (WA), along with two union organisations, initiated a High Court challenge to the constitutional validity of the Work Choices legislation. The Attorneys-General of Tasmania, the Northern Territory (NT) and the Australian Capital Territory (ACT) intervened in support of the plaintiffs. The majority of the High Court upheld the Australian Parliament's use of the corporations power to sustain the legislation, effectively limiting the industrial relations jurisdiction of the states to unincorporated entities.

The referral

On 11 November 2009, the Queensland Parliament passed legislation to refer industrial relations matters for the unincorporated private sector to the Commonwealth - the *Fair Work (Commonwealth Powers) and Other Provisions Act 2009* (Qld) (Referral Act). NSW, SA and Tasmania undertook similar referrals of industrial relations jurisdiction. Victoria had referred its state industrial relations jurisdiction in 1996 and the ACT and NT are subject to national industrial relations legislation due to their status as territories. WA did not refer industrial relations powers and retains a state industrial relations system for its unincorporated private sector.

The key aim of the state referrals was to provide a uniform single system for all employees in the private sector thereby providing certainty, clarity and efficiency for businesses and workers. The Australian Industry Group (AI Group), the Australian Chamber of Commerce and Industry (ACCI) and the Business Council of Australia (BCA) all supported the move to a national industrial relations system for the private sector.

The effect of the referral in Queensland was to further reduce the jurisdictional coverage of the State industrial relations system to state and local government, local government owned or controlled entities, some statutory entities and other matters such as judicial officers, members of tribunals, their associates, law enforcement officers and the like. This represents approximately 15 per cent of all Queensland employees.

The *Fair Work Amendment (State Referrals and Other Measures) Act 2009* (Cth) amended the FW Act to enable Queensland's reference of powers and provided transitional arrangements for state referred employees and employers. It also provided a mechanism to exclude certain state entities from the national industrial relations system (the exclusion mechanism). The exclusion mechanism has been used to exclude a number of state entities from the national industrial relations system.

However, the exclusion mechanism may not be applied to certain entities, namely national system employers that:

- generate, supply or distribute electricity
- supply or distribute gas;
- provide services for the supply, distribution or release of water
- operate a rail service or port or
- is an Australian university.

The Referral Act allows the Governor to terminate the referral on a date fixed by proclamation published in the Gazette. The date fixed must not be less than six months after proclamation. If the State revokes its reference, Commonwealth industrial relations law will no longer have any effect for unincorporated employers and their employees in Queensland to the extent that it was only supported by the referral.

Key business concerns about the Fair Work legislation

The FW Act took effect from 1 July 2009 to regulate constitutional corporations and their employees. Subsequently, as a consequence of the referral, Queensland's residual unincorporated private sector also commenced to be regulated by the FW Act on 1 January 2010.

The business community has expressed concerns about the operation of the Fair Work (FW) system, particularly in regards to the impact on workplace flexibility and productivity. These concerns are evident in submissions to the various review processes currently being undertaken in relation to the Fair Work legislation which include: a recently completed review of the FW Act by an expert panel; a Fair Work Australia (FWA) review of modern awards; and FWA reviews of the operation of individual flexibility agreements and the unfair dismissal system. It is anticipated that the latter two review processes will be completed by March 2013.

Submissions to these reviews provide an insight into the concerns of the business community in Queensland with respect to the FW legislation. Attachment 1 provides a list of parties who provided submissions that were consulted in developing a summary of the main concerns identified by business. The main concerns, in no particular order, are:

- constraints on workplace flexibility
- restrictions on individual agreements
- increasing employment costs that are not offset by productivity gains and which impact on competitiveness and viability of businesses, such as:
 - wage levels and wage increases
 - leave provisions (e.g. parental, personal carers)
 - penalty rates and public holiday entitlements
 - superannuation guarantee
 - shift allowances and
 - minimum shift lengths
- unfair dismissal
- general protections
- union right of entry
- permitted matters in enterprise bargaining
- increased regulatory burden/compliance and
- failure to take into account the special circumstances of small and medium sized businesses which are hampered by time constraints and lack of HR/IR resources.

Implications of terminating Queensland's referral of industrial relations jurisdiction for the unincorporated private sector

As indicated previously, the Referral Act allows the Governor to terminate the referral on a date fixed by proclamation published in the Gazette. The following discussion considers possible implications of the termination of the referral of Queensland industrial relations jurisdiction for the unincorporated private sector.

Implications for the incorporated private sector

Irrespective of any termination of the referral, all incorporated private sector employers and their employees would remain in the national industrial relations system and be subject to the FW Act. This is because all trading or financial corporations (collectively referred to as "constitutional corporations") are regulated exclusively by the national industrial relations system.

This includes 42.5 per cent of all Queensland based businesses as well as all businesses headquartered in other states but operating in Queensland. Together, these businesses employ between 1.61 and 1.71 million persons in Queensland which is between 76 per cent and 84 per cent of the Queensland private sector workforce. Attachment 2 provides detailed estimates of the number of entities and employees of those entities in Queensland.

Implications for the unincorporated private sector

Were Queensland to terminate the referral, unincorporated private sector businesses would revert to the State industrial relations system. This includes sole traders, natural person partnerships, other unincorporated entities and non-trading/non-financial corporations as well as trusts where the trustee is not a trading or financial corporation.

Typical examples of businesses likely to be returned to the State industrial relations system include small sole trader or partnership businesses such as mechanics, hairdressers, small retailers, dental surgeries, contract cleaners, real estate agencies and takeaway stores.

There are more large businesses based in south east Queensland than in regional areas. Therefore the proportion of unincorporated businesses, to the total of all businesses, will be higher in regional areas of Queensland.

Overall, 32 per cent of Queensland based businesses that employ people are unincorporated. It is estimated that between 274 000 and 380 000 employees work in unincorporated enterprises based in Queensland. This represent between 11.7 per cent and 16.3 per cent of all Queensland employees. Therefore, the jurisdictional coverage of the Queensland industrial relations system would increase to between 26.7 per cent and 31.3 per cent of all employees (with 15 per cent state and local government employees).

Attachment 2 provides an indication of the industries in Queensland likely to be most affected by a termination of the referral. The Agriculture, Forestry and Fishing industry is estimated to have a large proportion of employees working in unincorporated businesses. The Accommodation and food services industry (at approximately 30%) and Retail trade industry (at approximately 23%) also have a relatively high proportion of employees working in the unincorporated private sector. The Tourism and hospitality industry in Queensland has been critical of the increased costs of employment under modern awards, in particular, changes to penalty rates and loadings.

Implications for certainty about jurisdiction

Under Work Choices there was evidence of considerable confusion about which employers and employees were in the state or national industrial relations system. The referral provided certainty about jurisdiction – everyone in the private sector is in the national industrial relations system. Under Work Choices, there was also evidence of movement between the national and state industrial relations systems as some organisations sought to be incorporated and thus moved to the national industrial relations system.

Were the referral to be terminated, there would likely be confusion among employers about who would be brought back into the Queensland industrial relations system. It is clear that sole traders and natural person partnerships are not corporations and therefore would revert to the State IR system. For other partnerships (where one partner is a corporation for example) and some family trusts (depending on their structure) the situation is less clear. There will also be likely ongoing confusion about the industrial relations jurisdiction of non-government incorporated organisations, such as charities and community services providers.

State Industrial Relations legislation and instruments

If the referral of power were terminated, Queensland employers and their employees returned to the State industrial relations system would be subject to State industrial relations instruments:

- *Industrial Relations Act 1999 (Qld)*
- *Industrial Relations Regulation 2011*
- the 327 State awards (see Attachment 3) and
- any agreements to be negotiated between the parties.

Queensland employers are currently in the second year of the transition to modern awards which will be complete by 1 July 2014 (although many employers will have completed the transition prior to that date). It is anticipated that appropriate transitional arrangements would need to be put in place to manage changes arising from a termination of the referral and a reversion to the State industrial relations legislation and instruments.

Western Australia – the non-referring State

WA is the only Australian state, which did not refer their industrial relations jurisdiction and maintains a State industrial relations system for the unincorporated private sector. As such, the situation and experience in WA may provide relevant information and a point of reference in the consideration of industrial relations arrangements for the unincorporated private sector in Queensland.

The WA Department of Commerce website provides information to help employers and employees determine if they are covered by the State or national industrial relations system – http://www.commerce.wa.gov.au/LabourRelations/Content/Employers/About_IR_in_WA/Western_Australian_industrial_.html. The website estimates that between 21.7 per cent and 36.2 per cent of all WA employees are covered by the State industrial relations system.

The main pieces of legislation regulating employers and employees in WA are the *Industrial Relations Act 1979* and the *Minimum Conditions of Employment Act 1993*. The Barnett Government undertook to review the State IR system following the election in 2008. Mr Steven Amendola was appointed to undertake the review in June 2009 with the terms of reference indicating that there would be a stand alone WA industrial relations system and that issues of particular interest included unfair dismissal, employment agreements, State awards,

union right of entry, minimum wages, dispute resolution and statutory minimum conditions of employment. The review received 17 submissions.

The Amendola report was provided to the WA Government in late 2009 and was released to the public in December 2010. The report makes 193 recommendations calling for a single, comprehensive piece of industrial relations legislation with greater emphasis on “employer-employee agreements”, greater restriction on unfair dismissal applications and the modernisation of State awards.

The WA Government subsequently released a consultation paper in early 2011, which highlighted some but not all of the recommendations of the Amendola report. The WA industrial relations reforms are centred on streamlining the structure of the State industrial relations tribunal, modernising State awards, and broadly harmonising unfair dismissal and right of entry provisions with the national provisions.

In addition, the WA Government submission to the post implementation review of the FW Act notes a concern that, as a non-referring State, the WA Minister responsible for industrial relations matters has limited standing in FWA to apply to suspend or terminate protected industrial action. The submission argued that the fact that WA has not referred industrial relations powers to the Commonwealth did not affect, in any relevant sense, the impact of industrial action on WA businesses, workers and their families and the economy.

Question to consider

The Queensland Government is seeking submissions on the issues being experienced through the current arrangements for the regulation of industrial relations for the unincorporated private sector in Queensland. The Queensland Government poses the following question:

- *What do you consider would be the most appropriate arrangements for the on-going regulation of industrial relations for the unincorporated private sector in Queensland, and in particular, should Queensland maintain or terminate its referral of industrial relations jurisdiction for the unincorporated private sector to the Commonwealth?*

This question is provided as a guide to those wishing to make a submission and is in no way intended to limit what may be addressed in a submission relating to the regulation of industrial relations for the unincorporated private sector in Queensland.

Attachment 1

Submissions consulted

Submissions to the Fair Work Act review

Person/organisation
Accommodation Association of Australia
Australian Industry Group
Australian Industry Group and Australian Constructors Association
Australian Chamber of Commerce and Industry
Australian Federation of Employers and Industries
Australian Hotels Association
Australian National Retailers Association
Australian Newsagents Federation
Australian Sugar Milling Council
Australian Tourism Export Council
BHP Billiton
Business Council of Australia
Chamber of Commerce and Industry Queensland
Civil Contractors Federation
Council of Small Business Australia
Council of Textile and Fashion Industries of Australia Limited
Hair and Beauty Australia
Housing Industry Association
HR Nicholls Society
Institute for Private Enterprise
Institute of Public Affairs
Master Builders Australia
Master Grocers Australia
Master Plumbers' Association of Queensland
National Farmers' Federation
National Tourism Alliance
Pharmacy Guild of Australia
Printing Industries Association of Australia
Queensland Tourism Industry Council
Qantas
Restaurant and Catering Australia

Submissions to the Modern Award Review – Full Bench matters

Person/organisation
Australian Industry Group
Australian Hotels Association
Australian National Retailers Association
Chamber of Commerce and Industry Queensland
Hair and Beauty Australia
Master Grocers Australia
Queensland Tourism Industry Council

Person/organisation
Restaurant and Catering Australia

Submissions to the General Managers review

Person/organisation
Australian Industry Group
Australia Metal and Mines Association
National Farmers Federation

Attachment 2

Estimation of the magnitude of unincorporated enterprise in Queensland

1. The Australian Bureau of Statistics (ABS) provides data for counts of entities which can be described in terms of industry, type of legal organisation and employment size range. The data described by type of legal organisation gives counts of entities that are companies (incorporated), sole proprietorships (unincorporated), partnerships (unincorporated) and trusts.
2. Short of contacting each trustee individually, there is no way to determine if a trustee of a trust is incorporated. Therefore, it is necessary to make an assumption about the extent to which trusts might be incorporated. Table 1 provides counts of Queensland entities with trusts assumed to be split between incorporated and unincorporated at the same ratio as other entities in the same industry and employment size range. This method is considered superior to a global average allocation because it accounts for the norms that apply in a particular industry for entities of a particular size.
3. Table 1 reveals that 92 per cent of agriculture, forestry and fishing entities are unincorporated as are 67 per cent of entities in other services and also in arts and recreation services. 66 per cent of transport postal and warehousing entities and 64 per cent of construction entities in Queensland are unincorporated. Overall, 57.5% of Queensland entities are unincorporated. However, it is important to note that many of these entities will have no employees. In fact, only 31.9 per cent of Queensland employing entities are unincorporated.
4. While the data for the number of entities can be estimated, there is no direct data available on number of employees working in incorporated or non-incorporated entities. Estimation of the number of employees working in unincorporated enterprises requires a further set of assumptions.
5. The overarching assumption is that the distribution of unincorporated enterprises in employment size ranges is likely to be skewed to the lower end. This is based on the extensive experience among departmental officers in dealing with small employers, and ensures a conservative estimate.
6. Following from this assumption, it may be assumed that the mean number of employees in the 1 to 4 size range for unincorporated enterprises is 2. Further, it may be assumed that the mean number of employees in the 5 to 19 size range for unincorporated enterprises is between 7 and 11. Similarly, the mean number of employees in the 20 to 199 size range for unincorporated enterprises might be between 25 and 40. Finally, the mean number of employees in the 200 and over size range for unincorporated enterprises might be between 250 and 400.

7. Applying these assumptions to the data in Table 1, it can be estimated that between 274 000 and 380 000 employees work in unincorporated enterprises in Queensland. This represent between 11.7 per cent and 16.3 per cent of Queensland employees.
8. The low and high limits of the estimations for number of employees of unincorporated enterprises by industry are presented in Table 2.

Table 1. Counts of Queensland businesses by industry, type of legal organisation and employment size range (June 2011)

Industry (ANZSIC Division)	Incorporated (Companies + proportion of Trusts)							Non-incorporated (Sole Traders + Partnerships + proportion of Trusts)							Grand Total
	Non Employing	1 to 4	5 to 19	20 to 199	200 & more	Total	% of Grand Total	Non Employing	1 to 4	5 to 19	20 to 199	200 & more	Total	% of Grand Total	
A Agriculture, Forestry and Fishing	1434	1146	712	440	48	3780	8.32%	33263	5636	2099	639	20	41657	91.68%	45437
B Mining	621	419	225	129	35	1429	75.09%	415	39	13	7	0	474	24.91%	1903
C Manufacturing	2493	2930	2771	1693	131	10018	55.22%	5911	1433	649	130	0	8123	44.78%	18141
D Electricity, Gas, Water and Waste Services	228	240	109	52	6	636	56.54%	367	89	29	4	0	488	43.46%	1124
E Construction	8857	11851	5565	1654	64	27991	35.91%	40207	8164	1421	155	10	49957	64.09%	77948
F Wholesale Trade	3460	3231	2032	896	44	9663	69.17%	3341	628	271	64	3	4307	30.83%	13970
G Retail Trade	3306	4242	4096	1627	79	13350	47.15%	8725	3311	2232	687	8	14963	52.85%	28313
H Accommodation and Food Services	1377	1704	2312	2186	142	7721	49.42%	3136	2149	2012	589	15	7901	50.58%	15622
I Transport, Postal and Warehousing	2345	4292	1467	597	55	8755	33.70%	15193	1486	474	68	7	17229	66.30%	25984
J Information, Media and Telecommunications	924	580	252	94	16	1867	62.93%	974	91	28	7	0	1099	37.07%	2966
K Financial and Insurance Services	14775	3987	1247	282	31	20322	69.91%	8280	371	87	9	0	8747	30.09%	29069
L Rental, Hiring and Real Estate Services	16142	3688	2010	715	18	22574	47.09%	23668	1091	499	109	4	25370	52.91%	47944
M Professional, Scientific and Technical Services	7931	11165	3576	1009	58	23739	52.56%	17646	2497	1077	199	9	21428	47.44%	45167
N Administrative and Support Services	1812	2348	1484	926	157	6727	40.19%	7883	1446	560	112	11	10012	59.81%	16739
O Public Administration and Safety	187	216	141	126	15	686	47.97%	609	93	29	9	4	743	52.03%	1429
P Education and Training	800	974	566	291	43	2674	51.92%	2045	275	125	29	3	2477	48.08%	5151
Q Health Care and Social Assistance	1253	4666	1981	865	71	8835	45.38%	8184	1577	720	147	7	10636	54.62%	19471
R Arts and Recreation Services	620	540	335	217	16	1727	33.16%	2790	422	211	58	0	3482	66.84%	5209
S Other Services	1173	2866	1948	440	13	6440	32.92%	8120	3523	1373	102	7	13125	67.08%	19565
X Currently Unknown	2403	1052	305	112	7	3879	41.56%	5050	321	63	16	4	5454	58.44%	9333
All Industries	72139	62137	33136	14352	1048	182813	42.47%	195809	34642	13970	3139	113	247672	57.53%	430485

Source: Australian Bureau of Statistics, Counts of Australian Businesses, [data available on request].

Industry (ANZSIC Division)	Low estimate of employees in industry	Low % of total employees in industry	High estimate of employees in industry	High % of total employees in industry
A Agriculture, Forestry and Fishing	46994	64.11%	65908	89.92%
B Mining	348	0.57%	495	0.80%
C Manufacturing	10657	5.97%	14553	8.15%
D Electricity, Gas, Water and Waste Services	468	1.23%	608	1.60%
E Construction	32740	13.73%	40883	17.14%
F Wholesale Trade	5611	7.76%	7899	10.92%
G Retail Trade	41360	16.30%	59524	23.45%
H Accommodation and Food Services	36880	20.78%	54015	30.43%
I Transport, Postal and Warehousing	9716	7.26%	13194	9.86%
J Information, Media and Telecommunications	556	1.54%	747	2.07%
K Financial and Insurance Services	1582	3.30%	1981	4.14%
L Rental, Hiring and Real Estate Services	9303	16.32%	12978	22.77%
M Professional, Scientific and Technical Services	19705	12.32%	27238	17.03%
N Administrative and Support Services	12411	15.38%	17451	21.63%
O Public Administration and Safety	1504	1.04%	2259	1.56%
P Education and Training	2891	1.67%	4146	2.39%
Q Health Care and Social Assistance	13695	4.92%	19155	6.88%
R Arts and Recreation Services	3778	9.28%	5285	12.99%
S Other Services	20971	23.51%	27678	31.03%
X Currently Unknown	2512		3559	
All Industries	273681	11.72%	379557	16.26%

Attachment 3

List of State industrial awards

1. ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH SERVICES OFFICERS INTERIM AWARD - STATE 2012
2. ACCOMMODATION INDUSTRY (OTHER THAN HOTELS) AWARD - SOUTH-EASTERN DIVISION 2003
3. ADVERTISING SALES REPRESENTATIVES' AWARD - STATE 2002
4. AERATED WATER FACTORIES INDUSTRY AWARD - STATE 2003
5. AGRICULTURAL COLLEGES (DOMESTIC AND GENERAL STAFF) AWARD - STATE 2012
6. AGRICULTURAL COLLEGES OF QUEENSLAND (EXCLUDING DOMESTIC AND GENERAL STAFF) AWARD - STATE 2012
7. AGRICULTURAL PRODUCE, FRUIT AND GRAIN STORES' AWARD - SOUTHERN DIVISION (EASTERN DISTRICT) 2002
8. A J BUSH AND SONS (MANUFACTURES) PTY LTD AWARD - STATE 2005
9. ALBION PARK HARNESS RACING CLUB INCORPORATED AND THE BRISBANE GREYHOUND RACING CLUB AWARD - STATE 2005
10. AMBULANCE SERVICE EMPLOYEES' AWARD - STATE 2012
11. AMCOR CARTONBOARD AWARD - STATE 2005
12. ANGLICAN BOARDING SCHOOLS AND COLLEGES EMPLOYEES (EXCLUDING SOUTH-EAST QUEENSLAND) AWARD - STATE 2005
13. ARTHUR GORRIE CORRECTIONAL CENTRE (CUSTODIAL CORRECTIONAL OFFICERS) AWARD - STATE 2005
14. AUSTRALIAN ENVIRONMENTAL PEST MANAGERS ASSOCIATION LTD AWARD - STATE 2005
15. AUSTRALIAN RED CROSS BLOOD SERVICE - QUEENSLAND EMPLOYEES AWARD - STATE 2003
16. AUSTRALIAN WORKERS' HERITAGE CENTRE ENTERPRISE AWARD - STATE 2005
17. AWARD FOR ACCOMMODATION AND CARE SERVICES EMPLOYEES FOR AGED PERSONS - SOUTH-EASTERN DIVISION 2012
18. AWARD FOR ACCOMMODATION AND CARE SERVICES EMPLOYEES FOR AGED PERSONS - STATE (EXCLUDING SOUTH-EAST QUEENSLAND) 2012
19. AWARD FOR EMPLOYEES IN DIRECT CLIENT SERVICES - DEPARTMENT OF COMMUNITIES, CHILD SAFETY AND DISABILITY SERVICES 2012
20. BAG-MAKING AWARD - SOUTH-EASTERN DIVISION 2003
21. BAKING INDUSTRY CARTERS' AWARD - SOUTHERN DIVISION 2003
22. BAKING AND PASTRYCOOKING (RETAIL STORES) AWARD - NORTHERN DIVISION 2003
23. BAKING AND PASTRYCOOKING (RETAIL STORES) AWARD - SOUTHERN AND MACKAY DIVISIONS 2002
24. BAKING INDUSTRY AWARD - SOUTHERN AND MACKAY DIVISIONS 2003
25. BAKING, PROCESSING, DISTRIBUTION AND MANUFACTURING INDUSTRY AWARD - NORTHERN DIVISION 2003
26. BEAUTY THERAPY INDUSTRY AWARD - STATE 2003
27. BIOSTIL PLANT - SARINA DISTILLERY ENTERPRISE AWARD - STATE 2005
28. BISCUIT MANUFACTURING INDUSTRY AWARD - STATE 2003
29. BLASTCOATERS OFFSITE AWARD - STATE 2002
30. BLUE CARE ENTERPRISE AWARD - STATE 2004

31. BOARDING HOUSE EMPLOYEES AWARD - STATE (EXCLUDING SOUTH-EAST QUEENSLAND) 2003
32. BOARDING SCHOOLS, RESIDENTIAL COLLEGES AND OTHER NON-COMMERCIAL ESTABLISHMENTS ACCOMMODATION AWARD - SOUTH-EASTERN DIVISION 2003
33. BORALLON CORRECTIONAL CENTRE AWARD 2003
34. BOWEN COKE WORKS AWARD 2005
35. BREWING INDUSTRY AWARD - STATE 2003
36. BREWING INDUSTRY - QUEENSLAND BREWERIES EMPLOYEES' AWARD 2003
37. BRICK MANUFACTURING EMPLOYEES' AWARD - SAND-LIME BRICK MANUFACTURING - SOUTHERN DIVISION (EASTERN DISTRICT) 2003
38. BRISBANE CITY COUNCIL - BUS TRANSPORT EMPLOYEES' AWARD 2003
39. BRISBANE CITY COUNCIL - CONSTRUCTION, MAINTENANCE AND GENERAL AWARD 2003
40. BRISBANE CITY COUNCIL - MISCELLANEOUS WORKERS' AWARD 2012
41. BRISBANE CITY COUNCIL PLANT OPERATORS' AWARD 2012
42. BRISBANE CITY COUNCIL SALARIED STAFF AWARD - 2004
43. BRISBANE MARKETS AWARD - 2003
44. BUILDING CONSTRUCTION INDUSTRY AWARD - STATE 2003
45. BUILDING MATERIALS - CSR LIMITED AWARD (COOPERS PLAINS) - 2003
46. BUILDING PRODUCTS, MANUFACTURE AND MINOR MAINTENANCE AWARD - STATE 2003
47. BUILDING TRADES PUBLIC SECTOR AWARD - STATE 2012
48. BULK TERMINALS AWARD - STATE 2003
49. BUNDABERG DISTILLING COMPANY PTY LTD AWARD - BUNDABERG 2003
50. BUREAU OF SUGAR EXPERIMENT STATIONS FIELD SECTOR EMPLOYEES' AWARD - STATE 2003
51. BUTTER AND CHEESE FACTORIES AWARD - SOUTHERN DIVISION 2003
52. BUTTER AND CHEESE MANUFACTURING AWARD - NORTHERN AND MACKAY DIVISIONS 2003
53. CAFE RESTAURANT AND CATERING AWARD - STATE (EXCLUDING SOUTH-EAST QUEENSLAND) 2012
54. CAR PARK ATTENDANTS AWARD - SOUTH EASTERN DIVISION 2005
55. CATHOLIC BOARDING SCHOOL & COLLEGES EMPLOYEES AWARD - SOUTH-EASTERN DIVISION 2006
56. CATHOLIC BOARDING SCHOOLS AND COLLEGES EMPLOYEES (EXCLUDING SOUTH-EAST QUEENSLAND) AWARD - STATE 2005
57. CEMENT INDUSTRY AWARD - STATE 2003
58. CEMENT PRODUCTS AND CONCRETE BATCHING AWARD - STATE 2012
59. CEMETERY AND CREMATORIUM EMPLOYEES' AWARD - STATE - 2005
60. CEREBRAL PALSY LEAGUE OF QUEENSLAND AWARD 2003
61. CHILDREN'S SERVICES AWARD - STATE 2012
62. CIVIL CONSTRUCTION, OPERATIONS AND MAINTENANCE GENERAL AWARD - STATE 2012
63. CLAY PRODUCTS INDUSTRY AWARD - STATE 2003
64. CLERICAL AND ADMINISTRATIVE AWARD - SUGAR MILLS - STATE 2003
65. CLERICAL AWARD - HOTELS, RESORTS AND CERTAIN OTHER LICENSED PREMISES - STATE (SOUTH EAST QUEENSLAND) 2002
66. CLERICAL AWARD - PRIVATE HOSPITALS - STATE 2003
67. CLERICAL AWARD - REGISTERED AND LICENSED CLUBS - STATE 2003
68. CLERICAL EMPLOYEES' AWARD - PERMANENT BUILDING SOCIETIES - STATE 2003
69. CLERICAL EMPLOYEES AWARD - STATE 2012

70. CLOTHING TRADES AWARD - SOUTHERN AND CENTRAL DIVISIONS 2003
71. CLOTHING TRADES AWARD - STATE (EXCLUDING SOUTH-EAST QUEENSLAND) 2003
72. CLUB EMPLOYEES' AWARD - STATE (EXCLUDING SOUTH-EAST QUEENSLAND) 2003
73. CLUBS ETC. EMPLOYEES' AWARD - SOUTH EAST QUEENSLAND 2003
74. COLD STORAGE AND ICE-MAKING AWARD - STATE 2012
75. COLD STORAGE EMPLOYEES' AWARD - QUEENSLAND RIVERSIDE COLD STORES (P. & O. AUSTRALIA LTD.) 2003
76. COMMERCIAL TRAVELLERS' AWARD - STATE 2003
77. COMMUNITY EDUCATION COUNSELLORS AWARD - STATE 2012
78. COMMUNITY POLICE (ABORIGINAL AND ISLAND COMMUNITIES AND LOCAL GOVERNMENTS) AWARD - STATE 2012
79. COMMUNITY TEACHERS, ASSISTANT TEACHERS - ABORIGINAL & TORRES STRAIT ISLANDER COMMUNITY SCHOOLS AWARD - STATE 2012
80. CONFECTIONERS' AWARD - SOUTH-EASTERN DIVISION 2003
81. CONSERVATION, PARKS AND WILDLIFE EMPLOYEES' AWARD - STATE GOVERNMENT 2012
82. CONTRACT CATERING AND INDUSTRIAL SERVICES AWARD - SOUTH-EASTERN DIVISION 2004
83. CONTRACT CLEANING INDUSTRY AWARD - STATE 2003
84. COOTHARINGA SOCIETY OF NORTH QUEENSLAND (ENTERPRISE) AWARD 2003
85. COPPER REFINERIES PTY LTD AWARD - STATE 2002
86. COTTON GINNERIES, COTTON OIL AND OTHER SEED OIL MANUFACTURING EMPLOYEES' AWARD - STATE 2003
87. COTTON HARVESTING AWARD - STATE 2003
88. CREDIT UNIONS' ADMINISTRATIVE AND CLERICAL OFFICERS' AWARD - STATE 2002
89. CRIME AND MISCONDUCT COMMISSION EMPLOYEES AWARD - STATE 2012
90. DAIRY PRODUCTS INDUSTRY - QUEENSCO-UNITY DAIRYFOODS CO-OPERATIVE ASSOCIATION LIMITED AND MALANDA DAIRYFOODS LIMITED AWARD - STATE 2004
91. DENTAL ASSISTANTS (PRIVATE PRACTICE) AWARD - STATE 2006
92. DENTAL TECHNICIANS' AWARD - STATE 2002
93. DEPARTMENT OF COMMUNITY SAFETY - QUEENSLAND CORRECTIVE SERVICES CORRECTIONAL EMPLOYEES' AWARD - STATE 2012
94. DISABILITY SUPPORT WORKERS AWARD - STATE 2003
95. DISTRICT HEALTH SERVICES EMPLOYEES' AWARD - STATE 2012
96. DISTRICT HEALTH SERVICES - SENIOR MEDICAL OFFICERS' AND RESIDENT MEDICAL OFFICERS' AWARD - STATE 2012
97. DIVERSIONAL THERAPISTS AWARD - STATE 2003
98. THE DRAFTPERSONS, PRODUCTION PLANNERS AND ENGINEERING ASSISTANTS AWARD - STATE 2002
99. DREAMWORLD ENTERPRISE AWARD - STATE 2005
100. DRY CLEANING AND DYEING INDUSTRY AWARD - SOUTHERN AND CENTRAL DIVISIONS 2004
101. DRY CLEANING AND DYEING INDUSTRY AWARD - STATE (EXCLUDING SOUTH-EAST QUEENSLAND) 2002
102. EARLY CHILDHOOD EDUCATION AWARD - STATE 2012
103. EDIBLE NUT PROCESSING AWARD - STATE 2003
104. EDWARD RIVER CROCODILE FARM PTY LTD ENTERPRISE AWARD - STATE 2005

105. ELECTRICAL CONTRACTING INDUSTRY AWARD - STATE 2003
106. ELECTRICITY GENERATION, TRANSMISSION AND SUPPLY AWARD - STATE 2002
107. EMPLOYEES OF QUEENSLAND GOVERNMENT DEPARTMENTS (OTHER THAN PUBLIC SERVANTS) AWARD - STATE 2012
108. ENDEAVOUR FOUNDATION ENTERPRISE AWARD - STATE 2005
109. ENGINEERING AWARD - STATE 2012
110. ENTERTAINERS AWARD - STATE 2002
111. E.S. RANDLE & CO. PTY LTD AWARD - STATE 2004
112. FAMILY LEAVE AWARD 2012
113. FAMILY LEAVE (QUEENSLAND PUBLIC SECTOR) AWARD - STATE 2012
114. FARM HANDS, &C., AWARD - QUEENSLAND AGRICULTURAL COLLEGE - 2003
115. FAST FOOD INDUSTRY AWARD - SOUTH EASTERN DIVISION 2003
116. FAST FOOD INDUSTRY AWARD - STATE (EXCLUDING SOUTH-EAST QUEENSLAND) 2003
117. FEEDLOT INDUSTRY AWARD - STATE 2006
118. FERTILIZER INDUSTRY AWARD - STATE 2003
119. FISHERY EMPLOYEES' AWARD - STATE 2012
120. FLORAL BOUQUETS, NOVELTIES ETC. MAKING AWARD - STATE 2003
121. FOOD AND DRUG STORE EMPLOYEES' AWARD - SOUTHERN DIVISION (EASTERN DISTRICT) 2003
122. FOOD PRODUCTION - P & O PREPARED FOODS (WACOL) - AWARD 2002
123. FOOTWEAR MANUFACTURING AWARD - STATE 2005
124. FOREST RESOURCES - BORAL HANCOCK PLYWOOD ENTERPRISE AWARD - STATE 2005
125. FOREST RESOURCES INDUSTRY (CARTER HOLT HARVEY WOOD PRODUCTS AUSTRALIA PTY LTD - GYMPIE) AWARD 2003
126. FOREST RESOURCES INDUSTRY AWARD - STATE 2003
127. FOREST RESOURCES INDUSTRY (CSR SOFTWOODS) AWARD - STATE 2003
128. FORESTRY EMPLOYEES' AWARD - DEPARTMENT OF AGRICULTURE, FISHERIES AND FORESTRY 2012
129. FRUIT AND VEGETABLE GROWING INDUSTRY AWARD - STATE 2002
130. FUNERAL SERVICES AWARD - STATE 2002
131. FURNITURE AND ALLIED TRADES AWARD - STATE 2012
132. GARAGE AND SERVICE STATION ATTENDANTS AWARD - STATE (EXCLUDING SOUTH-EASTERN DISTRICT) 2012
133. GAS INDUSTRY AWARD - STATE 2003
134. GENERAL STORES, WAREHOUSING AND DISTRIBUTION AWARD - STATE 2002
135. GLADSTONE POWER STATION AWARD - STATE 2003
136. GOLDEN CASKET LOTTERY CORPORATION LIMITED EMPLOYEES' AWARD - STATE 2003
137. GOPRINT AWARD - STATE 2012
138. GRAIN AND ASSOCIATED PRODUCTS MILLING AWARD - SOUTHERN DIVISION 2003
139. GRAINCO AUSTRALIA LIMITED AWARD - QUEENSLAND 2003
140. GREENKEEPING INDUSTRY AWARD - STATE 2012
141. GROUND STAFF - DEFENCE FORCE CONTRACTORS AWARD - SOUTHERN DIVISION 2004
142. GROUP TRAINING ORGANISATIONS AWARD - STATE 2003
143. HAIRDRESSERS' INDUSTRY AWARD - STATE 2003
144. HAM, BACON, SMALLGOODS AND MEAT PRODUCTS (MANUFACTURING AND PRESERVING) AWARD - 2003

145. HEALTH AND FITNESS CENTRES, SWIM SCHOOLS AND INDOOR SPORTS AWARD - STATE 2012
146. HOSPITAL EMPLOYEES AWARD - MOUNT OLIVET HOSPITAL - BRISBANE 2003
147. HOSPITALITY INDUSTRY - RESTAURANT, CATERING AND ALLIED ESTABLISHMENTS AWARD - SOUTH-EASTERN DIVISION 2012
148. HOSPITAL NURSES' AWARD - STATE 2003
149. HOTELS, MOTELS, RESORTS AND ACCOMMODATION AWARD - STATE (EXCLUDING SOUTH-EAST QUEENSLAND) 2005
150. HOTELS, RESORTS AND ACCOMMODATION INDUSTRY AWARD - SOUTH-EASTERN DIVISION 2002
151. HOTELS, RESORTS AND CERTAIN OTHER LICENSED PREMISES AWARD - STATE (EXCLUDING SOUTH-EAST QUEENSLAND) 2003
152. ICE CREAM AND FROZEN CONFECTIONERY MANUFACTURING AWARD - STATE 2003
153. INDIGENOUS AUSTRALIAN COMMUNITY HOUSING AWARD - STATE 2005
154. JAM, PRESERVED FRUIT AND VEGETABLE PROCESSING AWARD - SOUTHERN DIVISION (EASTERN DISTRICT) - 2002
155. JEWELLERS AND WATCHMAKERS AWARD - STATE 2003
156. KINGFISHER BAY RESORT AND VILLAGE AWARD - 2003
157. UNDRY WORKERS AWARD - BRISBANE 2003
158. LAUNDRY WORKERS AWARD - STATE (EXCLUDING BRISBANE) - 2003
159. LEGAL AID QUEENSLAND EMPLOYEES' AWARD - STATE 2012
160. LIFEGUARD AWARD - STATE 2012
161. LIFELINE COMMUNITY CARE QUEENSLAND ENTERPRISE AWARD - STATE 2005
162. LOCAL GOVERNMENT EMPLOYEES' (EXCLUDING BRISBANE CITY COUNCIL) AWARD - STATE 2003
163. MALTHOUSE EMPLOYEES' AWARD - SOUTH-EASTERN DIVISION 2003
164. MARGARINE MANUFACTURING AWARD - SOUTHERN DIVISION 2003
165. MARINE STORES AND BOTTLE-WASHING ESTABLISHMENTS AWARD - SOUTH-EASTERN DISTRICT 2003
166. MARINE VESSELS BUILDER AND REPAIRER AWARD - STATE 2003
167. MARITIME AWARD - BRISBANE RIVER AND MORETON BAY 2003
168. MASTERS AND ENGINEERS' AWARD - PORT OF BRISBANE 2003
169. MASTERS, MATES AND ENGINEERS' AWARD, MOTOR VESSELS 2500 B.H.P./1866 KW.B.P. AND UNDER - STATE (EXCLUDING THE PORT OF BRISBANE) 2003
170. MEAT INDUSTRY (OTHER THAN EXPORT) AWARD - STATE 2002
171. MEAT INDUSTRY (PRIVATE EXPORT COMPANIES) MECHANICAL ETC. AWARD - STATE 2002
172. MEDICAL IMAGING AND RADIATION THERAPY EMPLOYEES (PRIVATE SECTOR) AWARD - STATE 2002
173. MEDICAL SUPERINTENDENTS WITH RIGHT OF PRIVATE PRACTICE AND MEDICAL OFFICERS WITH RIGHT OF PRIVATE PRACTICE - QUEENSLAND PUBLIC HOSPITALS AWARD - STATE 2012
174. METER READING EMPLOYEES' AWARD - STATE 2005
175. METROLINK AWARD - STATE 2005
176. METROPOLITAN RACE CLUBS MAINTENANCE EMPLOYEES' AWARD - BRISBANE AND IPSWICH 2003
177. MILK AND CREAM DISTRIBUTORS AND VENDORS' AWARD - NORTHERN AND MACKAY DIVISIONS 2003
178. MILK INDUSTRY TRANSPORT AWARD - SOUTHERN DIVISION 2003

179. MILK TREATMENT, MILK PRODUCTS MANUFACTURE AND MILK ETC., DISTRIBUTION AWARD - NORTHERN AND MACKAY DIVISIONS 2003
180. MILK TREATMENT, MILK PRODUCTS MANUFACTURE AND MILK ETC., DISTRIBUTION AWARD - SOUTH-EASTERN DISTRICT 2003
181. MILLAQUIN SUGAR REFINERS' AWARD - STATE 2004
182. MINERAL SANDS INDUSTRY AWARD - STATE 2002
183. MINING (NON-COAL) AWARD - STATE 2003
184. MISCELLANEOUS WORKERS' AWARD - STATE 2012
185. MODELS AND MANNEQUINS AWARD - STATE 2002
186. MOTOR DRIVERS, ETC., AWARD - SOUTHERN DIVISION 2003
187. MOTOR VEHICLE SALESPERSONS AWARD - STATE 2003
188. MOTORING SERVICES AWARD - SOUTH-EASTERN DISTRICT 2012
189. MOUNT ISA MINES LIMITED AWARD 2004
190. MOUNT ISA MINES LIMITED CONTRACTORS' AND SUB-CONTRACTORS' EMPLOYEES AWARD 2002
191. MUNICIPAL OFFICERS' (ABORIGINAL AND ISLANDER COMMUNITY COUNCILS) AWARD 2004
192. MUSICIANS' AWARD - STATE 2002
193. NESTLE AUSTRALIA LTD - GYMPIE FACTORY EMPLOYEES AWARD 2003
194. NORTH QUEENSLAND BOATING OPERATORS EMPLOYEES AWARD - STATE 2003
195. NQMT LINESWORKERS AWARD - 2004
196. NURSERY AWARD - STATE 2003
197. NURSES' AGED CARE AWARD - STATE 2005
198. NURSES' AWARD - STATE 2005
199. NURSES' DOMICILIARY SERVICES AWARD - STATE 2003 OFF-SHORE ISLAND RESORTS AWARD - STATE 2005
200. OIL STORES EMPLOYEES' AWARD - SOUTHERN DIVISION (EASTERN DISTRICT) 2003
201. OPTICAL MANUFACTURING INDUSTRY EMPLOYEES' AWARD - STATE 2003
202. OUTDOOR LEADERS AWARD - STATE 2012
203. PAINT INDUSTRY AWARD - STATE 2003
204. PARENTS AND CITIZENS ASSOCIATIONS RETAIL AWARD - STATE 2012
205. PARLIAMENTARY SERVICE AWARD - STATE 2012
206. PASSENGER VEHICLE DRIVERS ETC. AWARD - NORTHERN AND MACKAY DIVISIONS - 2003
207. PATHOLOGY (PRIVATE PRACTICES) AWARD - STATE 2003
208. PEARL CULTURE (NORTH QUEENSLAND) AWARD 2003
209. PEST CONTROL INDUSTRY AWARD - STATE 2003
210. PHARMACEUTICAL EMPLOYEES' AWARD - STATE (EXCLUSIVE OF PUBLIC HOSPITALS) 2003
211. PHARMACY ASSISTANTS' AWARD - STATE 2003
212. PHOTOGRAPHIC EMPLOYEES' AWARD - STATE 2003
213. PHYSIOTHERAPISTS' AWARD - STATE 2003
214. PIG BREEDING AND RAISING AWARD - STATE 2003
215. PLASTER MANUFACTURING - BORAL AUSTRALIAN GYPSUM LIMITED AWARD - 2005
216. POLICE SERVICE AWARD - STATE 2012
217. PORT AUTHORITIES AWARD - STATE 2003
218. PORT OF BRISBANE CORPORATION EMPLOYEES' AWARD 2003
219. PORTS CORPORATION EMPLOYEES AWARD - STATE 2003
220. POULTRY FARM AND HATCHERY EMPLOYEES' AWARD - STATE 2002

- 221. POULTRY PROCESSING AWARD - STATE 2003
- 222. PRAWN AND OTHER SEAFOOD PROCESSING AWARD - STATE 2012
- 223. PRESBYTERIAN BOARDING SCHOOLS AND COLLEGES EMPLOYEES (EXCLUDING SOUTH-EAST QUEENSLAND) AWARD - STATE 2005
- 224. PRINCIPALS' AWARD - CATHOLIC SCHOOLS QUEENSLAND 2002
- 225. PRINCIPALS' AWARD - NON-GOVERNMENTAL SCHOOLS - STATE 2002
- 226. PRINTING INDUSTRY AWARD - STATE 2003
- 227. PRIVATE HOSPITAL NURSES' AWARD - STATE 2003
- 228. PRIVATE HOSPITALS AND NURSING HOMES INDUSTRY AWARD - STATE 2003
- 229. PRIVATE HOSPITALS EMPLOYEES' AWARD - STATE 2003
- 230. PROFESSIONAL AND ADMINISTRATIVE - QUEENSLAND PERFORMING ARTS CENTRE AWARD - STATE 2003
- 231. PROFESSIONAL ENGINEERS' AWARD - STATE 2002
- 232. PROFESSIONAL SCIENTISTS' AWARD - STATE 2002
- 233. PROPERTY MANAGEMENT AWARD QUEENSLAND - STATE 2005
- 234. PROPERTY SALES AWARD QUEENSLAND - STATE 2005
- 235. PUBLIC SECTOR EMPLOYEES - GRIEVANCE PROCEDURES AWARD - STATE
- 236. PUBLIC SERVICE MEDICAL OFFICERS' AWARD - STATE 2012
- 237. QUARRY, CRUSHED STONE, SAND AND GRAVEL INDUSTRY AWARD - STATE 2003
- 238. QUEENSLAND ACCOMMODATION CLERICAL AWARD 2005
- 239. QUEENSLAND AIDS COUNCIL INCORPORATED ENTERPRISE AWARD - STATE 2003
- 240. QUEENSLAND BUILDING SERVICES AUTHORITY AWARD - STATE 2012
- 241. QUEENSLAND COMMUNITY SERVICES AND CRISIS ASSISTANCE AWARD - STATE 2008
- 242. QUEENSLAND FIRE AND RESCUE SERVICE COMMUNICATIONS CENTRES AWARD - STATE 2012
- 243. QUEENSLAND FIRE AND RESCUE SERVICE AWARD - STATE 2012
- 244. QUEENSLAND HEALTH FRAMEWORK AWARD - STATE 2012
- 245. QUEENSLAND HEALTH NURSES AND MIDWIVES AWARD - STATE 2012
- 246. QUEENSLAND INSTITUTE OF MEDICAL RESEARCH (QIMR) AWARD 2003
- 247. QUEENSLAND INVESTMENT CORPORATION - CLERICAL AND ADMINISTRATIVE EMPLOYEES' AWARD - 2003
- 248. QUEENSLAND LOCAL GOVERNMENT OFFICERS' AWARD 1998
- 249. QUEENSLAND MEALS ON WHEELS SERVICES AWARD - STATE 2003
- 250. QUEENSLAND NICKEL EMPLOYEES' AWARD - STATE 2003
- 251. QUEENSLAND NURSING COUNCIL EMPLOYEES' AWARD - STATE 2002
- 252. QUEENSLAND PUBLIC SERVICE AWARD - STATE 2012
- 253. QUEENSLAND RAIL AWARD - STATE 2003
- 254. QUEENSLAND RAILWAYS INSTITUTE INC. EMPLOYEES' AWARD 2003
- 255. QRAA AWARD - STATE 2012[FORMERLY TITLED QUEENSLAND RURAL ADJUSTMENT AUTHORITY AWARD - STATE 2003]
- 256. QUEENSLAND TOURIST AND TRAVEL CORPORATION EMPLOYEES' AWARD - STATE 2003 [NOW TOURISM QUEENSLAND EMPLOYEES' AWARD - STATE 2012]
- 257. QUICK SERVICE FOOD OUTLETS (QSFO'S) AWARD - STATE 2004
- 258. RABBIT BOARD EMPLOYEES AWARD - STATE 2012
- 259. RACECOURSE AND SHOWGROUND EMPLOYEES AWARD - BRISBANE 2003
- 260. RACECOURSE EMPLOYEES AWARD - SOUTHERN DIVISION (EASTERN DISTRICT) - 2003
- 261. RACECOURSE EMPLOYEES - TOWNSVILLE TURF CLUB ENTERPRISE AWARD - STATE 2004

262. RACING INDUSTRY EMPLOYEES' OCCUPATIONAL SUPERANNUATION AWARD - STATE 2003
263. RESIDENTIAL COLLEGES (UNIVERSITY OF QUEENSLAND ST. LUCIA CAMPUS) AWARD - 2002
264. RESIDENTIAL TENANCIES AUTHORITY EMPLOYEES' AWARD - STATE 2012
265. RETAIL INDUSTRY AWARD - STATE 2004
266. RETAIL TAKE-AWAY FOOD AWARD - SOUTH-EASTERN DIVISION 2003
267. ROAD SERVICE PATROLS AWARD - STATE 2002 ROYAL AUTOMOBILE CLUB OF QUEENSLAND
268. ROYAL BLIND FOUNDATION AWARD - STATE 2003
269. RUBBER AND PLASTIC INDUSTRY AWARD - STATE 2003
270. SADDLERY, LEATHER, CANVAS AND PLASTIC MATERIAL WORKERS' AWARD - STATE 2003
271. SAFE FOOD PRODUCTION QUEENSLAND - EMPLOYEES' AWARD 2012
272. SALT INDUSTRY AWARD - STATE 2002
273. SANCTUARY COVE EMPLOYEES' AWARD 2002
274. SCHOOL OFFICERS' AWARD - NON-GOVERNMENTAL SCHOOLS 2003
275. SEA SWIFT PTY LTD ENTERPRISE AWARD - STATE 2005
276. SECURITY INDUSTRY (CONTRACTORS) AWARD - STATE 2004
277. SENIOR COLLEGE TEACHERS' AWARD - STATE 2012
278. SHEARING INDUSTRY AWARD - STATE 2003
279. SILO EMPLOYEES' AWARD - NORTHERN DIVISION - 2003
280. SKYRAIL RAINFOREST CABLEWAY EMPLOYEES' AWARD - 2003
281. THE SMITH'S SNACKFOOD COMPANY LTD, TINGALPA, QUEENSLAND, AWARD 2003
282. SOAP AND WASHING SODA CRYSTAL MANUFACTURERS' AWARD - SOUTHERN DIVISION (EASTERN DISTRICT) 2003
283. SPORTS GROUND EMPLOYEES' AWARD - SOUTHERN DIVISION (EASTERN DISTRICT) 2012
284. STATION HANDS' AWARD - STATE 2003
285. STOREWORKERS AND PACKERS' AWARD - NORTHERN AND MACKAY DIVISION 2003
286. STOREWORKERS AND PACKERS' AWARD (SCRAP METAL, ETC.) - NORTHERN AND MACKAY DIVISIONS 2003
287. STRADBROKE FERRIES PTY LTD ENTERPRISE AWARD - STATE 2005
288. SUGAR CANE TESTERS AWARD - STATE 2003
289. SUGAR FIELD SECTOR AWARD - STATE 2005
290. SUGAR MILLING INDUSTRY AWARD - STATE 2012
291. SUNCORP AWARD - STATE 2003
292. SUPPORTED WAGE AWARD - STATE 2012
293. SURGICAL BOOTMAKING, BESPOKE BOOTMAKING AND BOOT REPAIRING AWARD - STATE 2003
294. SURVEYING (PRIVATE PRACTICE) AWARD - STATE 2006
295. SURVEYORS' LABOURERS AND COOKS AWARD - STATE 2003
296. TAFE TEACHERS' AWARD - STATE 2012
297. TALLOW INDUSTRY - CRAIG MOSTYN & CO. PTY LTD ENTERPRISE AWARD - STATE 2005
298. TANNING INDUSTRY AWARD - STATE 2004
299. TAXI INDUSTRY - CALL CENTRE OPERATORS AND CLERICAL EMPLOYEES AWARD - STATE 2004
300. TEA INDUSTRY AWARD - STATE 2003
301. TEACHERS' AWARD - NON-GOVERNMENTAL SCHOOLS 2003

302. TEACHERS' AWARD - STATE 2012
303. THEATRICAL EMPLOYEES' AWARD - STATE 2012
304. TOLL COLLECTORS ETC., EMPLOYEES AWARD - STATE 2003
305. TORRES STRAIT ISLANDER COMMUNITIES - COMMUNITY DEVELOPMENT EMPLOYMENT PROJECTS (TORRES STRAIT) AWARD - STATE 2012
306. TOUR GUIDES AWARD - STATE 2012
307. TOURISM QUEENSLAND EMPLOYEES' AWARD - STATE 2012 (PREVIOUSLY TITLED QUEENSLAND TOURIST AND TRAVEL CORPORATION EMPLOYEES' AWARD - STATE 2003)
308. TOURISM INDUSTRY - ZOOLOGICAL GARDENS AWARD - SOUTH-EASTERN DIVISION 2004
309. TRAINING WAGE AWARD - STATE 2012
310. TRANSPORT DISTRIBUTION AND COURIER INDUSTRY AWARD - NORTHERN AND MACKAY DIVISIONS 2004
311. TRANSPORT, DISTRIBUTION AND COURIER INDUSTRY AWARD - SOUTHERN DIVISION 2003
312. TROTTERING CLUB EMPLOYEES' AWARD - STATE 2002
313. UNITAB LIMITED EMPLOYEES AWARD - STATE 2003
314. UNITING HEALTHCARE ALLIED HEALTH ENTERPRISE AWARD - STATE 2005
315. UNITING HEALTHCARE CLERICAL EMPLOYEES ENTERPRISE AWARD - STATE 2004
316. UNITING HEALTHCARE ENTERPRISE AWARD - STATE 2003
317. VAN SALES PERSONS AWARD - NORTHERN AND MACKAY DIVISIONS 2002
318. VAN SALES PERSONS' AWARD - SOUTHERN DIVISION 2003
319. VETERINARY PRACTICE EMPLOYEES' AWARD - STATE
320. VOLUNTARY WORK - EXTENDED TRADING HOURS - NON-EXEMPT SHOPS - AWARD - STATE
321. WHITSUNDAY CHARTER BOAT INDUSTRY AWARD - STATE 2005
322. WINE AND SPIRIT STORES AWARD - SOUTH-EASTERN DISTRICT 2002
323. WOOLCLASSERS AND SHEEP SHEARING MACHINE EXPERTS AND GRINDERS' AWARD - STATE 2003
324. WOOL CLASSERS AND WOOL SORTERS (OTHER THAN WOOL CLASSERS AND WOOL SORTERS EMPLOYED IN SHEARING SHEDS) AWARD - SOUTH-EASTERN DIVISION 2003[PDF 127KB]
325. WORKERS' COMPENSATION QUEENSLAND AWARD - STATE 2012
326. XSTRATA QUEENSLAND LIMITED - PORT OPERATIONS AWARD - STATE 2005
327. YOUTH WORKERS' AWARD - DEPARTMENT OF COMMUNITIES, CHILD SAFETY AND DISABILITY SERVICES 2012