



What is this document?

This is your union's Log of Claims, the list of improvements Together members in Child Safety and Youth Justice are taking into bargaining with the Department.

These claims were shaped by you. They come directly from member surveys, delegate discussions, and the real experiences of workers on the front line.

Why this matters

Your Collective Agreement sets your pay and conditions. When it expires, Together members renegotiate through collective bargaining to secure higher wages, safer workloads, and better conditions. The current agreement expires on 31 July 2026.

Bargaining isn't just about winning improvements. During negotiations, the Department can also propose changes that reduce your entitlements, cut allowances, or weaken protections. Without strong member participation, there's a real risk of losing hard-won conditions or seeing workloads increase.

The strength of your bargaining position depends directly on how many members stand together.

This is our chance to improve:

- Higher wages and pay progression
- Safer caseloads and staffing
- Better supports after critical incidents
- Fair classification pathways
- Stronger protections for remote workers

What could be at RISK:

- Existing allowances and entitlements
- Flexible working arrangements
- Leave provisions and accruals
- Workload protections
- Consultation rights on change

UNION MEMBERS ARE VOTING FOR A BRIGHTER FUTURE

How to have a say

1. **In person** — vote with your organiser at your service centre.
2. **Online** — QR code below

Vote **YES** to endorse this Log of Claims and give your delegates a strong mandate.

Voting closes: 1st of May 2026 at 5pm.



Stay Updated

Follow the campaign and updates from negotiations as they happen. Read the latest updates on the campaign blog:



Safe Workloads and Staffing

- 1.** Sufficient staffing allocated to every office based on caseloads and an agreed workload management framework, legislative requirements, including minimum leadership ratios of 1 line supervisor to 4 CSOs/Caseworkers/Youth Workers, CSSOs and Administrative Officers. This is to allow for best practice service delivery outcomes in a safe and supportive way that delivers for Queenslanders.
This will be supported by the development of a Staffing Baseline, developed in consultation with union members, which:
 - a.** Defines minimum staffing profiles and leadership ratios by function and caseload.
 - b.** Applies consistently across metropolitan, regional and remote offices, including corporate offices.
 - c.** Is monitored and reported at the relevant consultative committee, this should be a live data report where possible.
 - d.** Provides a lived experience framework and consultative model to allocate new growth funding and positions across the department.
- 2.** A workload management framework introduced across all areas including Youth Justice, Investment Planning and Partnership, Placement Services Units, Regional Intake Services and After hours.
- 3.** A backfill model implemented so planned leave, vacancies and surge demand are covered, not redistributed to existing staff.
- 4.** Vacancies are advertised within 1 week, upon becoming vacant, for all positions, with vacancy management to be reported on and discussed at relevant consultative committees.
- 5.** Administrative and Casework burden on professional officers reduced by resourcing support functions, Admin Officers, CSSOs including family time officers, transport and court support, Paralegals, Casework Support officers and youth workers, including adding ISSO/CPA positions in regional areas where positions are currently not existing.

Leave, ATL and Hours of Work

- 6.** Annual leave entitlements increased to 6 weeks for all staff.
- 7.** 10 days of paid cultural leave provided to all workers who identify as Aboriginal or Torres Strait Islanders
- 8.** All staff covered by the agreement entitled to paid overtime.
- 9.** No loss or forfeiture of Accrued Time Leave, with the option to have ATL paid out annually if not taken.
- 10.** Workers who are unable to take a lunch break must be compensated until they are able to take their break.

Workplace Culture and Environment

- 11.** All offices must be provided with fit for purpose physical resources and infrastructure, regardless of location, to ensure safe, effective and dignified work. This includes:
 - a.** safe, functional, accessible, mould free and appropriate office buildings;
 - b.** reliable, upto date IT systems and equipment;
 - c.** fit for purpose fleet vehicles that are accessible;
 - d.** standard technical provisions and adjustment for staff who are neurodivergent; and
 - e.** administrative and operational infrastructure necessary to support service delivery.
- 12.** To meet this the department must commit to a 'A Physical Resourcing Baseline' so every office meets the same physical and infrastructure standards, and regional and remote offices get what they need to meet them.

13. Any incident involving cultural safety must be externally investigated and centrally reported to the RCC and ACC structures.
14. Zero tolerance for racism, discrimination and lateral violence embedded as a commitment in the agreement.
15. Paid cultural supervision available as a standard entitlement for all workers who identify as Aboriginal or Torres Strait Islanders
16. All staff should feel safe to raise concerns without fear of reprisal. Face-to-face psychological safety training, built and agreed to by Together and the department, for all line supervisors, with regular and reporting on completion to the ACC.
17. The agreement to begin with a formal Acknowledgement of Country.

Pay Parity and Classifications

18. Pay parity achieved across all equivalent roles regardless of stream, Youth Justice positions aligned to equivalent Child Safety classifications and pay scales.
19. Remove pay scale caps and progression blocks .
20. Career pathways embedded across all roles, that do not rely on vacancies or manager discretion.
21. A full work value review of all positions conducted during the life of the agreement.
22. A dedicated Remote and Regional Attraction and Retention Package implemented, customisable by location, introduced and varied by agreement with union members.
23. The cultural load of Aboriginal and Torres Strait Islander workers formally recognised through a Cultural Loading Allowance, and a review of ISSO and CPA classifications.
24. Expand the Retention Allowances and Continuance Allowances to all roles.

Other Matters and Wages

25. Maintenance of all existing entitlements and conditions from existing agreement, with the exception of any increases and improvements to rights or conditions sought by union members in these negotiations.
26. Fair and reasonable wage increases above inflation.

Together reserves the right to amend claims or raise additional claims as they arise during the negotiations.

