



Common Interest Memorandum

between

**Queensland Police Commissioned Officers
Union of Employees**

and

**Queensland Fire and Rescue Senior Officers
Union of Employees**

The Queensland Police Commissioned Officers' Union of Employees (QPCOU) and the Queensland Fire and Rescue - Senior Officers Union of Employees (SOU) are professionally led strategic industrial organisations operating within the industrial relations framework in Queensland. In the interests of their members, both organisations lead and influence the direction and profile of their respective organisations with key goals of improving the broader working and industrial environment.

The QPCOU and the SOU have a number of similarities and synergies in relation to their operating environment which include:

- Similar responsibilities and strategic management roles for their respective commissioned officers and senior officers;
- An identical rank structure consisting of Inspectors, Superintendents, Chief Superintendents, Assistant Commissioners, Deputy Commissioners and Commissioner;
- Both organisations represent their members separately from that of their respective general employee unions; and
- Both services are represented by the one Minister.

This Common Interest Memorandum recognises a close professional relationship between the QPCOU and the SOU. While this memorandum is not a legally binding document, it provides an arrangement whereby both parties can meet regularly and share information such as:

- Remuneration and working conditions gained through Enterprise Agreement negotiations;
- Industrial strategies for enterprise agreements; and
- Any other information that could provide mutual benefits to its members.


This Common Interest Memorandum does not impose obligations on the parties to provide mutual support in normal industrial activities and processes however it does not preclude the parties from working to support each other in enterprise bargaining, industrial disputes, setting strategic direction and any other area considered to be of common interest.

The QPCOU and the SOU are committed to delivering responsible industrial representation of their members. This memorandum will enhance both the QPCOU and SOU's advocacy for their members through mutual cooperation, support and good will.

Signed

Signed


President
QPCOU


President
SOU