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Office of Industrial Relations
Public Sector Industrial Relations

DIRECTIVE 5/15

Supersedes: 16/13

Minister for Employment and Industrial Relations Directive: Remuneration for Certain Employees

Pursuant to section 52(3) of the *Public Service Act 2008* and section 687(3) of the *Industrial Relations Act 1999*, this directive prevails over an industrial instrument to the extent of any inconsistency. Industrial instrument means an award, certified agreement or decision of the Queensland Industrial Relations Commission.

1. Purpose:

To prescribe the remuneration for certain employees as defined in this directive.

2. Effective date:

Date of commencement: 1 December 2015

3. Legislative authority:

Section 54(1) of the *Public Service Act 2008*.

4. Application:

This directive applies to:

- those employees employed in the entities specified in Schedule 1 of this directive and whose wages and conditions are specified in the following certified agreements:
 - *State Government Departments Certified Agreement 2009* (CA/2010/6);
 - *DPI&F Fire Ant Control Centre Certified Agreement 2006* (CA/2007/40);
 - *Crime and Misconduct Commission Certified Agreement 2009* (CA/2009/175);
 - *Parliamentary Service Certified Agreement 2009* (CA/2009/120);
 - *Tourism Queensland Employing Office Certified Agreement 2009* (CA/2009/95); and
- who are employed in the employing entities listed in Schedule 1 as at, or after, the date of gazettal of this directive.

DIRECTIVE

5. Increase to salary

5.1 Employees who are covered by this directive are entitled to the following salary increase:

1 September 2015	2.5%	(calculated on the wage rates payable under Ministerial Directive 16/13 as at 1 December 2014).
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Salary schedules are available on the Public Service Commission's website.

6. Increases to salary-based allowances

6.1 Employees who are covered by this directive are entitled to the following increases in salary-based allowances:

1 September 2015	2.5%
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6.2 **'Salary-based allowances'** are those allowances which are calculated on or derived from the salary rate payable to an employee under the *State Government Departments Certified Agreement 2009*.

6.3 No increases to any other allowances will be made under the provisions of this directive.

7. Timing of implementation

7.1 Agencies who are subject to this directive must undertake relevant action immediately to implement the provisions of this directive as soon as practicable.

8. Offset of the provisions of this directive

8.1 The remuneration received by employees under this directive shall be offset against any salary and salary-based allowance increases payable under the proposed *State Government Departments Certified Agreement 2015* between the effective date of this directive and the date of certification of the proposed *State Government Departments Certified Agreement 2015* by the Queensland Industrial Relations Commission.

9. Date of cessation of this directive

9.1 This directive will cease to apply as of the date of certification of the proposed *State Government Departments Certified Agreement 2015* by the Queensland Industrial Relations Commission.

Schedule 1: Applicable Employing Entities

The terms of this directive shall apply to relevant employees of the following entities:

- Department of Aboriginal and Torres Strait Islander Partnerships (including Family Responsibilities Commission);
- Department of Agriculture and Fisheries;
- Department of Communities, Child Safety and Disability Services;
- Department of Education and Training (excluding teachers as defined at clause 1 of the *Teachers' Award – State 2012*, community teachers and assistant teachers as defined at clause 1.2 of the *Community Teachers, Assistant Teachers - Aboriginal and Torres Strait Islander Community Schools Award – State 2012*, teacher aides, school cleaners and employees to whom the *Department of Education and Training, TAFE Educational Employees Certified Agreement 2009*, and any agreement that replaces this agreement, applies);
- Department of Energy and Water Supply;
- Department of Environment and Heritage Protection;
- Department of Housing and Public Works (excluding commercialised business units);
- Department of Infrastructure, Local Government and Planning;
- Department of Justice and Attorney-General (including the Office of Liquor and Gaming Regulation; excluding employees covered by the *Queensland Corrective Services – Correctional Employees Certified Agreement 2013*);
- Department of National Parks, Sport and Racing;
- Department of Natural Resources and Mines (including Safety in Mines Testing and Research Station);
- Queensland Police Service (excluding staff to whom the *Queensland Police Service Certified Agreement 2013* or any agreement/determination that replaces this Agreement applies, and Torres Strait Island Police Support Officers);
- Department of the Premier and Cabinet (including Arts Queensland and the Corporate Administration Agency);
- Department of Public Safety Business Agency (excluding those workshop and maintenance staff to whom the *Queensland Fire and Rescue Service Determination 2013* applies and employees in State Government Security to whom the *State Government Security Certified Agreement 2013* or any agreement/determination that replaces this Agreement applies);
- Department of Queensland Fire and Emergency Services (excluding staff to whom the *Queensland Fire and Rescue Service Determination 2013* applies);
- Department of Science, Information Technology and Innovation (including Smart Services Queensland and Queensland Shared Services, but excluding CITEC);
- Department of State Development;
- Department of Tourism, Major Events, Small Business and the Commonwealth Games;
- Queensland Treasury (including the Motor Accident Insurance Board and the Office of State Revenue);
- Anti-Discrimination Commission Queensland;
- Crime and Corruption Commission;
- Electoral Commission of Queensland;
- Industrial Registry;
- Legal Aid Queensland;
- Office of the Public Guardian;
- Office of the Energy and Water Ombudsman;
- Office of the Governor;
- Office of the Queensland College of Teachers;
- Office of the Queensland Parliamentary Counsel;
- Queensland Curriculum Assessment and Authority;
- Office of the Prostitution Licensing Authority;

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- Public Service Commission;
 - Public Trust Office;
 - QLeave;
 - Queensland Audit Office;
 - Queensland Building Services Employing Office;
 - Queensland Parliamentary Service;
 - QRAA;
 - Queensland Reconstruction Authority;
 - Residential Tenancies Employing Office;
 - Safe Food Production Queensland;
 - Tourism and Events Queensland;
 - Office of the Inspector General Emergency Management; and
 - Queensland Nursing Council.