

Public Sector Industrial Relations

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CIRCULAR NO. 8/98

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TITLE **CALCULATION OF THE ON CALL ALLOWANCE FOR CORE QUEENSLAND GOVERNMENT DEPARTMENT EMPLOYEES COVERED BY THE *PUBLIC SERVICE AWARD-STATE***

The method of calculating the payment of the on-call allowance for employees covered by the *Public Service Award-State* whose rates of pay are contained in the *Core Queensland Government Departments Certified Agreement 1997* has been reviewed. From the fortnight ending 15 January 1999 the allowance will be calculated using the enterprise bargaining pay rate instead of the safety net adjusted Award rate.

Schedule G of the *Public Service Award-State* says:

"Where an employee is instructed to be available on call outside ordinary or rostered working hours, such employee shall be paid, in addition to their ordinary rate of pay an allowance based on the hourly rate of the classification of Professional Officer Level 2, point one in accordance with the following scale:

- (1) Where the employee is on call throughout the whole of a rostered day off or a statutory holiday – 95% of the hourly rate in respect of such instances:
- (2) Where an employee is on call during the night only of a rostered day off, an accrued day off or a statutory holiday – 60% of the hourly rate per night; and
- (3) Where an employee is on call on any other night – 47.5% of the hourly rate per night.

For the purpose of calculating the hourly rate, the divisor shall be based upon a 38 hour week and calculated to the nearest 5 c...."

All core Government Departments are therefore required to use the 38 hour divisor for the calculation of the hourly rate, regardless of standard hours in their department.

It should also be noted that in calculating the actual allowance to be paid, the amount is to be rounded to the nearest cent. This is to comply with the 21 November 1991 *State Wage Case* decision that daily wage rates should be calculated to the nearest cent [QGIG, 14 Dec 91, p.1244].

CITEC, which processes all core department pays, has been advised of the change in the basis of calculation of the allowance. CITEC has advised that the earliest this change can be introduced is the fortnight ending 15 January 1999.

As a result of enterprise bargaining arrangements it is possible that different pay rates will apply from department to department at any given time.

Now that this allowance is to be calculated using the enterprise bargaining pay rates to establish the hourly rate, there will need to be an adjustment made in line with all future enterprise bargaining wage variations.

For this reason, each Department will be responsible in future for advising CITEC of the amount of the on call allowance in the department as varied from time to time.

GEOFF KENNEY
Acting General Manager

The Division of Public Sector Industrial Relations provides policy advice and consultancy and training services to Queensland Government departments and agencies. It is part of the Department of Employment, Training and Industrial Relations.

Enquiries about this circular should be directed to **David Mapstone** from Public Sector Industrial Relations on telephone **(07) 3225 2368**

Any specific enquiries about the interpretation or application of the directives should be directed to your IR Contact/Liaison Officer in Public Sector Industrial Relations. General enquiries about public sector industrial relations matters should be directed to telephone 07 3225 2342.

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