



ATTORNEY-GENERAL AND MINISTER FOR INDUSTRIAL RELATIONS

DIRECTIVE No. 16/09
November 2009

In accordance with 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, industrial agreement, certified agreement or decision of the Queensland Industrial Relations Commission.

- 1. TITLE:** **Remuneration for Certain Employees**
- 2. PURPOSE:** To prescribe the remuneration for certain employees as defined in this directive.
- 3. LEGISLATIVE PROVISION:** Section 54(1) of the *Public Service Act 2008*.
- 4. APPLICATION:** This directive applies to:
- “public service employees” as defined in section 9 of the *Public Service Act 2008*; **and**
 - who are intended to be subject to the proposed *State Government Departments Certified Agreement 2009*; **and**
 - who are employed as at **7 December 2009**.
- 5. STANDARD:** The entitlements prescribed in the Schedule apply.
- 6. EFFECTIVE DATE:** This directive is to operate from **1 August 2009**.
- 7. VARIATION:** This directive can be varied by -
- the Minister for Industrial Relations; or
 - legislation.

SCHEDULE

Remuneration for Certain Employees

GENERAL CONDITIONS

1. Increase to salary

- 1.1 Employees who are covered by this directive are entitled to a salary increase as prescribed in clause 1.2 of this directive.
- 1.2 The salary increase shall be a 4.5% increase (or \$34 per week whichever is greater) calculated on the salary rate payable to the employee on the day immediately before the effective date of this directive.

2. Increase to salary-based allowances

- 2.1 Employees who are covered by this directive are entitled to an increase to 'salary-based allowances' as prescribed in clause 2.2 of this directive.
- 2.2 The increase to 'salary-based allowances' shall be a 4.5% increase calculated on the rate payable to the employee on the day immediately before the effective date of this directive.
- 2.3 'Salary-based allowances' are those allowances which are calculated on or derived from the salary rate payable to an employee under the proposed *State Government Departments Certified Agreement 2009*.
- 2.4 No increases to any other allowances will be made under the provisions of this directive.

3. Timing of implementation

- 3.1 Agencies who are subject to this directive must undertake relevant action immediately to implement the provisions of this directive no later than the first full pay period occurring on or after 7 December 2009.

4. Offset of the provisions of this directive

- 4.1 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 2009* between the effective date of this directive and the date of certification of the proposed *State Government Departments Certified Agreement 2009* by the Queensland Industrial Relations Commission.

5. Date of cessation of this directive

- 5.1 This directive will cease to apply as of the date of certification of the proposed *State Government Departments Certified Agreement 2009* by the Queensland Industrial Relations Commission.