



INDUSTRIAL RELATIONS ALERT

2006 STATE WAGE INCREASE

The Queensland Industrial Relations Commission has handed down its decision in relation to the state wage increase for 2006.

The decision allows for the following increase in State Awards for employers/employees still under the state Industrial Relations system.

Effective from the 1st September 2006, all Award wages will increase by \$19.40 per week for fulltime adult employees, and all work related allowances will increase by 4%.

- \$19.40 per week increase in adult award rates of pay;
- 4.0% increase to all allowances that relate to work or conditions (expense related or reimbursement of expense allowances are not affected by the percentage increase).
- Junior award rates of pay are increased based upon the stated percentage of adult award rates of pay.
- The Queensland Minimum Wage will be increased to \$503.80 per week.

A definition of “Work Related Allowances” would encompass;

1. Broken Shift...4% applicable.

Matters not considered “Work Related Allowances” would be;

1. Mileage Allowance ...4% not applicable.
2. Meal Allowance 4% not applicable

This increase is only applicable to employers/employees who have remained under State Industrial Relations System.

For those members who are contemplating the decision as to whether they are covered by WorkChoices or not, the ACSEA recommends that you pass onto your staff the State based decision and when the Australian Fair Pay Commission (AFPC) hands down its decision you have the ability to absorb any increase awarded by the by the AFPC into the \$19.40.

P&C’s are not captured by WorkChoices and the State based wage increase applies.

There is no law that would prevent an employer passing on the \$19.40 per week wage increase to employees covered by WorkChoices. To prevent double dipping, the payment made to employees would be offered on the understanding that any decision by the AFPC will be absorbed by the \$19.40.

If you are unclear about your coverage WorkChoices coverage please contact the ACSEA before you act on this advice.

Any member covered under a Certified Agreement

Kindergartens who employ staff who are covered under a State (QLD) based Certified Agreement do not need to activate this advice as all wage increases are covered off within the Certified Agreement.

Employers who have employees who are under a Federal Award (Social and Community Award, Family Day Care Award) but are not a “constitutional corporation” must wait until the Australian Fair Pay Commission (AFPC) hands down its decision. The AFPC is then required to determine a wage increase for these employees and it strongly recommended that it should adopt the outcome of the AFPC decision.

All Members will receive updated Pay Rate Sheets in the near future as well as being available on the website. All Award Services subscribers will receive updated award sheets as soon as they are available.

For further information please contact the Staff at ACSEA 3552 5177.