

INDUSTRIAL RELATIONS UPDATE

Declaration of General Ruling

When was the ruling made and when will it apply?

The Queensland Industrial Relations Commission (QIRC) declared by way of a General Ruling on the 1st of August 2003 that all awards be amended as stated below. This Declaration of General Ruling will be operative on the 1st of September 2003.

What is the Wage Adjustment?

Except as otherwise provided the wages or salaries prescribed by all awards for full time adult employees shall be increased by the following amounts per week:

- A \$17 per week increase in award rates of pay up to and including \$731.80 per week; and
- A \$15 per week increase in award rates of pay above \$731.80 per week.

Who will the ruling apply to?

The ruling will apply to all employees who fall within the scope of an award and are paid by the rates prescribed in the award.

Employees who fall within the scope of an award but are also covered by a Certified Agreement in which wages are above those prescribed in the award are *not eligible for this payment*.

How will Allowances be affected?

Existing allowances in all awards that relate to work or to conditions which have not changed and service increments are to be *increased by 3.2%*. Please note that all employees eligible for allowances will need to receive these increased allowances from the 1st of September 2003 unless higher provisions are provided within a relevant Certified Agreement.

How will junior employees be affected (i.e. employee's under the age of 21)?

The rates for junior employees shall be increased by applying the percentage in the junior wage rates clause applicable to the employee concerned to the relevant minimum classification rate for a full-time adult employee.

How will part-time employees be affected?

All part-time employees shall receive, on a pro rata basis, the additional sum appropriate to the minimum classification rate they are employed under.

What is the Queensland Minimum Wage?

The minimum rate per week for all full-time employees in Queensland is \$448.40 per week.

Further information

For further information on how the Declaration of General Ruling should be applied to your employees please contact Kylie Reed on 07 3221 7455.