

Public Sector Industrial and Employee Relations

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Circular No. C3-11

Date 19 December 2011

Junior Rates of Remuneration

The Queensland Government supports and encourages the employment of young people in the Queensland public sector.

All employees are to be remunerated in accordance with the work value attributed to their role under the Job Evaluation Methodology System (JEMS), as approved and utilised by the Queensland Government.

A role cannot be JEMS evaluated at more than one classification level, e.g. AO1/AO2, OO1/OO2, PO1/PO2, TO1/TO2. All roles must be designated in accordance with the points value attributed through the JEMS evaluation process, i.e. either AO1 or AO2, etc.

Employees appointed to an AO1 or AO2 role (or equivalent roles in other streams) must be paid the appropriate salary for the classification level, regardless of their age.

For example:

- An 18 year old appointed to an AO1 role shall commence on an AO1 salary.
- An 18 year old appointed to an AO2 role shall commence on an AO2 salary.

In both of the above examples, the age of the employee is not a consideration. The only factor to be considered by agencies in determining the salary for employees being appointed to AO1 or AO2 roles (or equivalent roles in other streams) is the classification level of the role.

The only situation where age is a factor is where an employee is under 21 years of age and has been appointed to a pay point lower than the age 21 minimum rate (e.g. an AO1) and the employee turns 21 before progressing to the age 21 minimum salary through the effluxion of time. On the employee's 21st birthday, he/she must be progressed to the age 21 minimum salary (e.g. AO2 pay point 1) in accordance with relevant Awards.

Where an employee has been appointed to an AO1 role (or an equivalent role in other streams), an agency can recognise the employee's previous work experience by appointing the employee at a pay point above pay point 1 of the AO1 classification (or an equivalent role in other streams).

Where an employee has been appointed to an AO2 role (or an equivalent role in other streams), an agency can recognise the employee's previous work experience by appointing the employee at a pay point above pay point 1 of the AO2 classification (or an equivalent role in other streams).

Further Enquiries

Please ensure when distributing this information within your agency that a contact officer from your agency is nominated for further enquiries.

Paul Casey
Executive Director

The Division of Public Sector Industrial and Employee Relations provides policy advice and consultancy and training services to Queensland Government departments and agencies. It is part of the Department of Justice and Attorney-General. Departmental enquiries about this circular should be directed to Desley Mullins on telephone 07 322 52346.

- General enquiries about public sector industrial and employee relations matters should be directed to telephone 07 3224 5490.
- Written enquiries should be addressed to:
The Executive Director
Public Sector Industrial and Employee Relations
Department of Justice and Attorney-General
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Copies of all current circulars issued by Public Sector Industrial and Employee Relations are available from the department's web site at www.justice.qld.gov.au

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