



Queensland

Public Service Amendment Regulation (No. 1) 2012

Explanatory Notes for SL 2012 No. 156

made under the

Public Service Act 2008

General outline

Short title

This regulation may be cited as the *Public Service Amendment Regulation (No. 1) 2012*.

Authorising law

Section 222 of the *Public Service Act 2008*

Policy objectives and the reasons for them

The policy objective of this regulation is to prescribe the pay cycle arrangements for all Queensland Health employees and set out arrangements for a transition loan for eligible employees. The transition loan will be offered to employees to bridge pay day gaps resulting from future changes to the pay cycle aimed at reducing future instances of under- and overpayments.

Achievement of policy objectives

The policy objectives will be achieved by applying the *Change of Pay Date for Employees of Queensland Health Directive 03/12* (Directive 03/12) to all Queensland Health and health service employees via schedule 2 of the *Public Service Regulation 2008*. An amendment is also made to Part 2, Division 3 inserting new section 9D to further clarify the application of Directive 03/12 to Health Services. Directive 03/12 sets out the arrangements for amending the pay date and the details relating to the provision of transition loans to eligible employees.

This approach to achieving the policy objectives is reasonable and appropriate, being consistent with the general purpose of rulings issued by the Commission Chief Executive and the Industrial Relations Minister, as per the relevant sections of the *Public Service Act 2008*.

Consistency with policy objectives of authorising law

The regulation is consistent with the main purposes of the *Public Service Act 2008*. These purposes include promoting the effectiveness and efficiency of government entities and providing for the administration of the public service.

Inconsistency with policy objectives of other legislation

The regulation is consistent with the policy objectives of other legislation.

Alternative ways of achieving policy objectives

An alternative means of achieving the policy objectives would be through amendments to primary legislation, namely the *Industrial Relations Act 1999*. However, this option was not assessed as reasonable given the 'one-off' nature of the pay date change.

Benefits and costs of implementation

The benefit of implementing the regulation is to provide for Queensland Health (through the application of Directive 03/12) to move the pay date for Queensland Health and health service employees from the current three days after the end of the pay cycle to ten days after the end of the pay cycle. The aim is to reduce under- and overpayments of wages by giving payroll

services additional time to process employee wages and make necessary adjustments.

Consistency with fundamental legislative principles

The legislation is consistent with fundamental legislative principles. It has sufficient regard to the rights and liberties of individuals and the institutions of parliament.

Consultation

Consultation has occurred with the relevant government department, Queensland Health. Queensland Health has engaged with unions and employees on the arrangements outlined in Directive 03/12. There has been no public consultation on the legislation.

ENDNOTES

- 1 Laid before the Legislative Assembly on . . .
- 2 The administering agency is the Public Service Commission.

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