

Industrial Relations Amendment Regulation (No. 1) 2014

Explanatory Notes for SL 2014 No. 20

made under the

Industrial Relations Act 1999

General Outline

Short Title

Industrial Relations Amendment Regulation (No. 1) 2014

Authorising law

Section 709 of the *Industrial Relations Act 1999*

Policy objectives and the reasons for them

The *Industrial Relations (Fair Work Act Harmonisation No. 2) and Other Legislation Amendment Act 2013* amended the *Industrial Relations Act 1999* (the Act) to reform Queensland's industrial relations framework by ensuring it continues to meet the needs of employers and employees operating within the State's industrial relations jurisdiction. The Act now provides for an award modernisation process and transitional arrangements for certified agreements as part of the process.

The objectives of the *Industrial Relations Amendment Regulation (No. 1) 2014* (the Regulation) are to provide for the management of continuing certified agreements that have reached their nominal expiry date (but are not in arbitration) or will reach their nominal expiry date prior to the modernisation of the underpinning awards.

Achievement of policy objectives

The Act provides for the making of a regulation that specifies new nominal expiry dates for continuing agreements and provides for wage increases to apply to a continuing agreement from a stated day.

In accordance with those provisions, the Regulation provides for new nominal expiry dates and dates of wage increases to apply under South Bank Employing Office Employees' Certified Agreement 2011, QBuild Field Staff Certified Agreement 8 (2011) and QBuild Office Staff Certified Agreement 8 (2009) for employees of the South Bank Corporation and the City Parklands Transition Services Pty Ltd. The *Industrial Relations (Fair Work Harmonisation No. 2) and Other Legislation Amendment Act 2013* anticipates that the Regulation provides for transitional

arrangements to implement these changes while the award modernisation process is implemented.

Consistency with policy objectives of authorising law

The Regulation is consistent with the policy objectives of the Act. The principal object of the Act is to provide a framework for industrial relations that supports economic prosperity and social justice.

Inconsistency with policy objectives of other legislation

There are no known inconsistencies with policy objectives of other legislation.

Benefits and costs of implementation

The Regulation supports economic prosperity and social justice by providing for transitional provisions which ensure coverage of employees by continuing certified agreements during the award modernisation process. Costs of implementation are a matter for the South Bank Corporation and the City Parklands Transition Services Pty Ltd.

Consistency with fundamental legislative principles

The Regulation is consistent with fundamental legislative principles.

Consultation

The Public Service Commission, South Bank Corporation and City Parklands Transition Services Pty Ltd were consulted on the drafting of the amendment to the Regulation. All parties consulted agreed with the proposed action.