



## **QUEENSLAND PAY EQUITY REGULATION – FUNDING**

### **What funding commitments have been made?**

The Australian Government has committed \$30 million to help eligible Queensland social and community services (SACS) employers meet back pay obligations provided for in the regulation.- Additional Commonwealth funding will also be available to Queensland SACS employers through the Government's commitment to fund its share of the wage increases awarded in the national equal remuneration case - an investment of more than \$2 billion.

### **Am I eligible for additional Commonwealth funding?**

Employers will be eligible for additional Commonwealth funding where the organisation:

- (a) is covered by the regulation; and
- (b) has back pay obligations under the regulation; and
- (c) receives Commonwealth funding, either directly from the Commonwealth or through payments to the Queensland Government.

In order for eligibility to be assessed, employers will need to complete the enclosed form and return it to the Department of Education, Employment and Workplace Relations by 24 February 2012. The Commonwealth will then determine eligibility based on the information provided by employers as well as through discussions with the Queensland Government.

Further information about funding will be provided before the back pay obligations fall due.

### **When will the funding be provided?**

Mechanisms for allocating the supplementary funding are in progress and are being dealt with in conjunction with the funding mechanisms for the national equal remuneration case. The Government is conscious that employers are required to pay the first instalment of back pay by 1 July 2012 and that matters of funding will need to be finalised prior to that date.

### **Why is funding only being provided for the back pay obligations?**

The regulation imposes an obligation on employers to make back pay for a specified period from 27 March 2011 to 29 February 2012. The additional Commonwealth funding is being provided to address a key concern about these obligations which was raised by the SACS sector during consultation on the regulations.

The funding commitment recognises that employers covered by the regulation have already received supplementary funding from the Queensland Government.

The Government also recognises that some Queensland employers are paying the rates awarded by the Queensland Industrial Relations Commission (QIRC) in 2009 before the national equal remuneration rates commence. The Government has committed to provide its share of supplementation for the national equal remuneration order that takes effect from 1 December 2012. This commitment takes account of the QIRC wage rates that apply from that time.

