

Senior officer wage increase and back pay

On 1 July 2021:	Am I eligible for back pay?	What salary increase can I expect?	When will I be paid?
<ul style="list-style-type: none"> I am a senior officer¹ acting or permanent in a Queensland Government department or public service office 	<p>Yes. You will receive back pay for the period(s) you worked as a senior officer between 1 September 2019 and 1 July 2021.</p> <p>It will include periods worked as a senior officer in a Queensland Government department or a public service office that is not your current employer.</p>	<p>Senior officers will receive:</p> <ul style="list-style-type: none"> a pay increase of 2.5% effective 1 July 2021 and backdated to 1 September 2019 for the period(s) worked as a senior officer subsequent pay increases of 2.5% on: <ul style="list-style-type: none"> 1 September 2021 1 March 2022 1 September 2022. 	<p>Payment timing will vary, depending on your payroll provider, however the following target timeframes are proposed:</p> <ul style="list-style-type: none"> Queensland Health payroll – 4 August 2021 Department of Education payroll – 28 July 2021 QSS payroll – 28 July 2021 Contact your HR area for all other payroll providers.
<ul style="list-style-type: none"> I am not currently a senior officer¹ I have acted as a senior officer between 1 September 2019 and 1 July 2021 I am currently employed in a Queensland Government department or public service office or a government entity². 	<p>Yes. You will receive back pay for the period(s) you worked as a senior officer between 1 September 2019 and 1 July 2021.</p> <p>It will include periods worked as a senior officer in a Queensland Government department or public service office that is not your current employer.</p>	<p>Back pay equal to 2.5% salary increase for the period(s) that you were in a senior officer position.</p> <p>If you were employed on conditions equivalent to a senior officer but not as a senior officer (that is, you were not employed in a department or a public service office), your employer must decide whether to pass on the back pay.</p>	<ul style="list-style-type: none"> For some employees with more complex payroll histories that span across multiple employment and remuneration frameworks, it may take longer to confirm eligibility, calculate back payments and make the payments.
<ul style="list-style-type: none"> I am not currently employed by a government entity². 	<p>No. Only employees of government entities employed on 1 July 2021 are eligible for back pay.</p>	n/a	n/a

¹ A senior officer is a public service employee appointed or acting at the senior officer level under the [Public Service Act 2008](#), in a department or a public service office.

² Government entity as defined in section 24 of the *Public Service Act 2008*.

Other important things to know

- Some employees may have more complex payroll histories that span across multiple employment and remuneration frameworks. In these instances, it may take longer to confirm eligibility, calculate back payments and make the payments. Employees in this category are encouraged to closely check their back pay once received to ensure that pay for service in all agencies has been paid.
- Leave loading (excluding Queensland Health) is calculated based on the classification level you are appointed to, or acting in, as at 1 December in the relevant year.
- Additional superannuation contributions will be made to your currently listed superannuation fund. Questions about the impact on superannuation should be directed to your superannuation fund.
- Recipients of the senior officer wage increase back pay are advised to seek their own independent financial/taxation advice.
- In some instances, employee data may need to be shared across payroll providers for the purposes of confirming eligibility and calculating back payments. Data will only be shared where eligible employees have moved across payroll systems between 1 September 2019 to 1 July 2021.

Questions?

If you have questions, you should contact your agency Human Resource Unit. If required, they will discuss your individual circumstances with the relevant payroll provider.