



QUEENSLAND GOVERNMENT

# Office of the Public Service

## DIRECTIVE

(refer Section 34 of the *Public Service Act 1996*)

No: 2/99

Supersedes: 2/97

- 
- 1. TITLE:**                    **Senior Officers - Employment Conditions**
- 2. PURPOSE:**                To declare which officers are defined as senior officers and their employment conditions.
- 3. LEGISLATIVE PROVISION:**        Section 63 - *Public Service Act 1996*
- 4. EFFECTIVE DATE:**                **23 April, 1999**
- 5. DIRECTIVE:**
- 5.1 Senior officers are those whose work value is assessed on the basis of the Mercer Cullen Egan Dell (MCED) job evaluation methodology to be in the range of 720 to 819.
- 5.2 There are two levels of senior officers:
- Senior officer 1 with an assessed work value in the MCED range 770 to 819.
  - Senior officer 2 with an assessed work value in the MCED range 720 to 769.
- 5.3 Senior officers are not members of the Senior Executive Service but have superannuable salary, terms, conditions and packaging arrangements similar to SES level 1 officers.
- 5.4 The remuneration package does NOT provide for the private use of a Government motor vehicle. This arrangement is consistent with current Government policy.
- 5.5 In the event of the redeployment only of a tenured officer from an SES2 level or higher level to a senior officer level, the remuneration package will allow for the private use of a government motor vehicle at the SES1 level.
- 5.6 Movement within a salary level for senior officers is not incremental. Chief Executives may determine the salary point within the level at which the senior officer is remunerated.
- 5.7 The Selection Committee which has been formed by the department is to consist of at least one independent member who is not an employee within the portfolio.

5.8 Senior officers are eligible for the leave provisions as provided for in the Family Leave Award - Queensland Public Sector except the following provisions:

- 3.4 Time Off in Lieu of Payment for Overtime
- 3.5 Make Up Time
- 3.6 Grievance Process\*\*

*\*\* Senior officers will still be eligible to lodge a Grievance in accordance with departmental arrangements and an appeal under Fair Treatment.*

In addition, female senior officers will continue to receive the entitlement of six (6) weeks paid maternity leave as approved by Cabinet on 13 May, 1996 and contained in the Guidelines issued by the Department of Employment, Training and Industrial Relations Circular No. 3/96.

5.9 In the event of a dispute arising in connection with the application of the arrangements as described in the Family Leave Award - Queensland Public Sector to senior officers, such a dispute shall be processed in accordance with Directives issued by the Public Service Commissioner.

5.10 Senior officers are eligible for Half Pay Long Service Leave and Extra Leave for Proportionate Salary under the terms and conditions of the Core Queensland Government Departments Certified Agreement 1994.

