

Employee eligibility – COLA Year 1

Predecessor agreement or arrangement means:

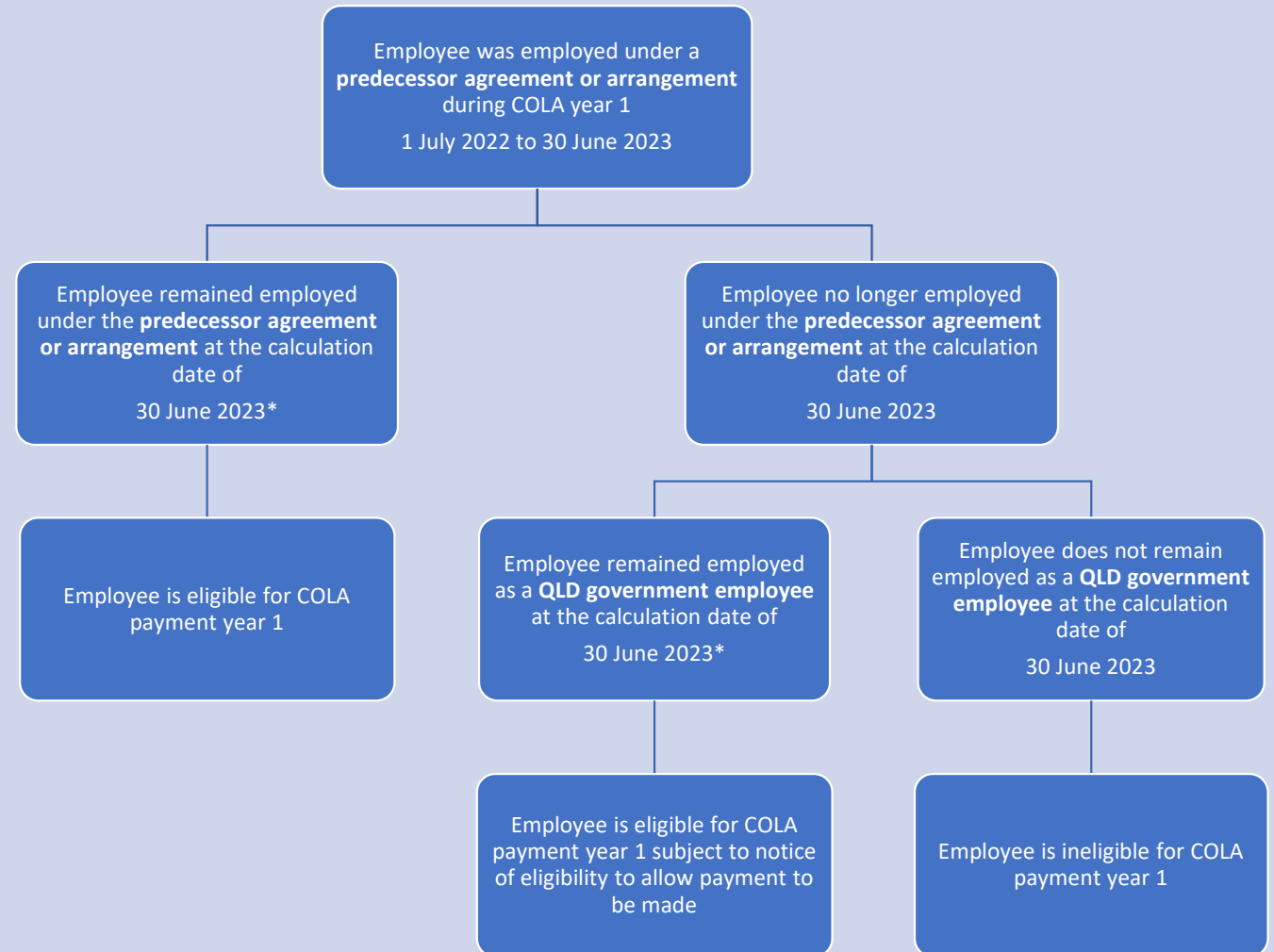
- the *State Government Entities Certified Agreement 2019* (2019 Core Agreement);
- the *QBuild Office Staff Certified Agreement 2019*; and
- the remuneration arrangements for Community Visitors employed pursuant to the *Public Guardian Act 2014*.

For the purposes of COLA year 1, the predecessor agreement for Disability Services and Seniors employees, and Multicultural Affairs employees, is the 2019 Core Agreement.

Queensland government employee means:

a person employed in a government entity, as defined in section 24 of the repealed *Public Service Act 2008* (Qld) as in force at 1 October 2022, and the entities specified at sections 24(2)(c), 24(2)(d) and 24(2)(h) of the Act: the parliamentary service, the Governor's official residence and its associated administrative unit, and the police service.

*Casual employees only- must have performed work in the 12 week payroll period prior to the calculation date of 30 June 2023



Employee eligibility – COLA Year 2

Employee was employed under the 2023 Core Agreement during COLA year 2
1 July 2023 to 30 June 2024

Employee remained employed under the 2023 Core Agreement at the calculation date of
30 June 2024*

Employee is eligible for COLA payment year 2, if payable

Employee no longer employed under the 2023 Core Agreement at the calculation date of
30 June 2024

Employee remains employed as a **QLD government employee** at the calculation date of
30 June 2024*

Employee is eligible for COLA payment year 2, if payable, and should provide notice of eligibility to allow payment to be made

Employee does not remain employed as a **QLD government employee** at the calculation date of
30 June 2024

Employee is ineligible for COLA payment year 2

Queensland government employee means: a person employed in a government entity, as defined in section 24 of the repealed *Public Service Act 2008* (Qld) as in force at 1 October 2022, and the entities specified at sections 24(2)(c), 24(2)(d) and 24(2)(h) of the Act: the parliamentary service, the Governor's official residence and its associated administrative unit, and the police service.

*Casual employees only - must have performed work in the 12 week payroll period prior to the calculation date of 30 June 2024

Employee eligibility – COLA Year 3

Employee was employed under the 2023 Core Agreement during the COLA year 3
1 July 2024 to 30 June 2025

Employee remained employed under the 2023 Core Agreement at the calculation date of
30 June 2025*

Employee is eligible for COLA payment year 3, if payable

Employee no longer employed under the 2023 Core Agreement at the calculation date of
30 June 2025

Employee remains employed as a **QLD government employee** at the calculation date of
30 June 2025*

Employee is eligible for COLA payment year 3, if payable, and should provide notice of eligibility to allow payment to be made

Employee does not remain employed as a **QLD government employee** at the calculation date of
30 June 2025

Employee is ineligible for COLA payment year 3

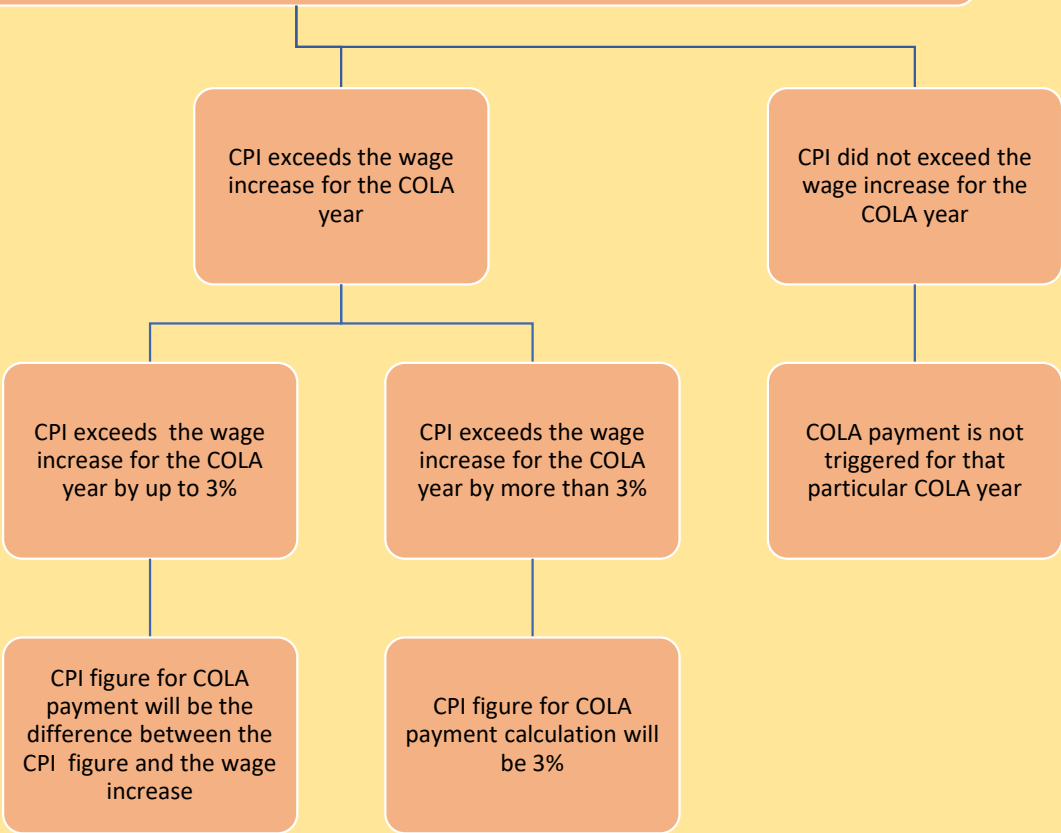
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*Casual employees only - must have performed work in the 12 week payroll period prior to the calculation date of 30 June 2025

COLA Percentage

The difference between the relevant wage increase under the Agreement and relevant CPI percentage
COLA year 1 – difference between 1 July 2023 wage increase (4%) and March 2023 Brisbane CPI percentage i.e. 7.4%
COLA Year 2 – difference between 1 July 2024 wage increase (4%) and March 2024 Brisbane CPI percentage
COLA year 3 – difference between 1 July 2025 wage increase (3%) and March 2025 Brisbane CPI percentage

Did CPI trigger a COLA payment?



Consumer Price Index (CPI) means - the Brisbane Consumer Price Index (all groups, March quarter annual percentage change from the March quarter of the previous year), for the March that falls within the relevant COLA year, as published by the Australian Bureau of Statistics.

COLA Payment

COLA Percentage – COLA Year 1

3%

(the percentage difference between the wage increase under the Agreement of 4% and CPI of 7.4%, capped at 3%)



Base Wages – COLA Year 1

The salary actually payable to eligible employees during COLA year 1 for work covered by a *predecessor agreement or arrangement*

Includes higher duties and casual loading, *excludes* other allowances or additional payments howsoever described



Payment – COLA Year 1

Payment will be made to eligible employees within 3 months of certification of the 2023 Core Agreement, or the employee providing relevant notice following certification if they have moved entities

COLA Percentage – COLA Years 2 & 3

The percentage difference between the wage increase under the Agreement (4% for year 2, or 3% for year 3) and CPI for the relevant COLA year, capped at 3%



Base Wages – COLA Years 2 & 3

The salary actually payable to eligible employees during COLA years 2 and 3 for work covered by the 2023 Core Agreement

Includes higher duties and casual loading, *excludes* other allowances or additional payments howsoever described



Payment – COLA Years 2 & 3

Payment will be made to eligible employees within 3 months of the latter: calculation date and release of CPI, or the employee providing relevant notice if they have moved entities