**TASMANIAN INDUSTRIAL COMMISSION**

***Industrial Relations Act* 1984**

s55(2) application for approval of an industrial agreement

**Minister administering the State Service Act 2000**

and

**Australian Education Union, Tasmanian Branch**

and

**The Community and Public Sector Union {State Public Services Federation**

**Tasmania) Inc**

and

**Health Services Union, Tasmania Branch**

(T14459 of 2016)

**ALLIED HEALTH PROFESSIONALS PUBLIC SECTOR UNIONS WAGES AGREEMENT**

**2016**

PRESIDENT D J BARCLAY HOBART, 23 DECEMBER 2016

**Industrial agreement - application approved - operative from date of registration - forwarded to Registrar for registration**

**DECISION**

**[1]** On 19 December 2016, the Minister administering the *State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act* 1984 (the Act), the *Allied Health Professionals Public Sector Union Wages Agreement*

*2016* (the Agreement).

**[2]** At the hearing in Hobart on 22 December 2016, Ms J Fitton appeared on behalf of the MASSA, Ms R Madsen appeared on behalf of the Australian Education Union, Tasmanian Branch (AEU), Mr T Lynch appeared on behalf of The Community and Public Sector Union (State Public Services Federation Tasmania) Inc (CPSU), and Mr R Moore appeared on behalf of the Health Services Union, Tasmania Branch (HSU).

**[3]** Ms Fitton submitted that the Agreement was part of a three stage process of reaching agreement with the unions:

a. The approval of the agreement;

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b. Variations to the relevant award; and

c. Commitments regarding ongoing negotiations.

**[4]** Much of the Agreement is replicated from the previous agreement. However there were a number of additional conditions including adjustments of wage related allowances, a revised professional development fund, provision for lactation facilities and professional practice functions allowance.

**[5]** Additionally significant additional conditions were agreed to be included in the award and the award was to be varied including wider bereavement benefits and separate Family Violence Leave provisions.

**[6]** Mr Lynch adopted and endorsed the submissions of Ms Fitton. He also noted that the 2014 agreement was not being retied and as such there was no disadvantage to employees.

**[7]** Ms Madsen endorsed the other submissions as did Mr Moore.

**[8]** All parties submitted that it was in the public interest that the agreement be approved and that employees would not be disadvantaged through the approval of the agreement.

**[9]** I am satisfied that the agreement is consistent with the public interest requirements of the Act, does not disadvantage the employees concerned, and the term of the agreement does not exceed 5 years.

. [**10]** Pursuant to sSS(4) the agreement is approved with an operative date from the date of registration and shall remain in force until 30 June 2018. The file will now be referred to the Registrar for registration of the Agreement in accordance with the requirements of s56(1) of the Act.



***Appearances:***

*Ms J Fitton* for MASSA *Ms R Madsen* for AEU *Mr T Lynch* for CPSU *Mr R Moore* for HSU

***Date and place of hearing:***

2016

22 December

Hobart