

T14744 of 2020



Industrial Relations Act 1984
s55 Industrial Agreement

DENTAL OFFICERS INDUSTRIAL AGREEMENT 2019

Between the

Minister administering the *State Service Act 2000*

and the

Community and Public Sector Union (State Public Services
Federation Tasmania) Inc.

Health Services Union, Tasmania Branch



1 TITLE

This Agreement is to be known as the Dental Officers Industrial Agreement 2019.

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3 APPLICATION

This Agreement is made in respect of employees occupying positions classified in accordance with Appendix 11 of the Health and Human Services (Tasmanian State Service) Award (HAHSA).

4 DATE AND PERIOD OF OPERATION

4.1 This Agreement cancels and replaces the:

- (i) Dental Officers Agreement 2016 which was registered on 22 December 2016
- (ii) Dental Officers Agreement 2018 which was registered on 19 August 2019.
- (iii) No employee will be worse off as an unintended result of retiring these agreements.

4.2 This Agreement applies with effect from 1 July 2019 and will remain in force until 30 June 2022.

4.3 The parties agree to commence negotiations for a replacement agreement on or before 1 November 2021.

5 PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000*, the Community and Public Sector Union (State Public Services Federation Tasmania) Inc., and the Health Services Union, Tasmania Branch.

6 RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and HAHSA, or any registered Agreement with the Minister administering the *State Service Act 2000*.

7 SALARY INCREASES

7.1 Salaries will increase as follows

- (i) 2.3 percent per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2019
- (ii) 2.3 percent per annum with effect from the ffppcooa 1 December 2020
- (iii) 2.35 percent per annum with effect from the ffppcooa 1 December 2021.

7.2 Schedule 1 of this Agreement sets out the annual rates of pay effective ffppcooa 1 December 2019, ffppcooa 1 December 2020, and ffppcooa 1 December 2021.



- 7.3 Schedule 2 of this Agreement sets out the annual rates of pay effective ffppcooa 1 December 2019, ffppcooa 1 December 2020, and ffppcooa 1 December 2021 for employees participating in the Purchased Leave Scheme.

8 ACCELERATED PROGRESSION FROM LEVEL 1 TO LEVEL 2

- 8.1 An employee may, after completing Level 1 Year 1, apply to their Manager for accelerated progression to Level 2 Year 1.

The employee must demonstrate in their application that they:

- (i) Comply with and understand Oral Health Services Tasmania (OHST) clinical policies and guidelines; and
- (ii) Have developed their exodontia and minor dento-alveolar surgery skills to the point where regular oversight is no longer required; and
- (iii) Can provide more complex treatment planning and fixed prosthodontic restorations; and
- (iv) Have the ability to manage patients who are medically compromised, those with communication difficulties, and those at high risk of poor oral health.

- 8.2 The application will be assessed by a panel comprising the employee's Senior Dental Officer, the Area Manager and the Clinical Director. The panel will make a recommendation to the Group Manager who may approve the accelerated progression.

9 CLASSIFICATION STRUCTURE CHANGES

- 9.1 Changes have been made to the Classification Structure at Schedule 1 from ffppcooa 1 December 2019 immediately prior to the 2.3 percent salary increase of the same date being applied, being:

- (i) Removal of the Dental Officers Level 5 classification; and
- (ii) A soft barrier progression (advanced assessment point) to Dental Officers Level 3 upon demonstration of
 - a. Skills outlined in the Classification Descriptor for Dental Officers Level 3 as outlined at Appendix 11 of the *Health and Human Services (Tasmanian State Service) Award*; and
 - b. Completion of a minimum of 12 months service at Dental Officers Level 2.
- (iii) Changes to particular salary levels within the classification structure as noted below. To ensure no employee is disadvantaged by changes to salary, the following will occur on transition to the new structure:



- a. Dental Officers classified at Level 2, Year 1 will automatically translate to Dental Officers Level 2, Year 2.
- b. Dental Officers classified at Level 3, Year 2 will automatically translate to Dental Officers Level 3, Year 3.
- c. Dental Officers classified at Level 3, Year 5 will automatically translate to Dental Officers Level 3, Year 6.
- d. Dental Officers classified at Level 4, Year 2 will automatically translate to Dental Officers Level 4, Year 3.

Effective from ffppcoa 1 December 2019, progression will continue in accordance with the Award.

10 NOVATED LEASE

- 10.1 Employees may elect to salary sacrifice a proportion of their salary for the novated lease of a motor vehicle subject to compliance with any Tasmanian or Australian government directive and legislation.
- 10.2 All salary sacrifice arrangements are to be administered by an organisation nominated by the employer following consultations with unions.
 - (i) All fringe benefits tax, other tax liabilities, and/or administrative costs incurred by a salary sacrifice arrangement under this clause is the employee's responsibility and does not create any employer liability.
 - (ii) The salary payable to an employee who enters into a salary sacrifice arrangement is the salary payable under that arrangement.
 - (iii) Payment of an accrued leave entitlement, or in lieu of notice, made to an employee who ceases employment and employer and employee superannuation contributions and overtime and penalty payments are based on the salary that would have been payable if the salary sacrifice arrangement not existed.
 - (iv) An employee who withdraws from a salary sacrifice arrangement is required to comply with the requirements of the administrators of that arrangement.

11 GRIEVANCES AND DISPUTE SETTLING PROCEDURE

- 11.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.
- 11.2 If a grievance or dispute arise about the application of this Agreement:



- (i) In the first instance, it is to be dealt with at the workplace by appropriate employer and employee representatives;
- (ii) In circumstances where discussions at that level fail to resolve the grievance or dispute, the issue will be referred to appropriate union and management representatives; and
- (iii) If still unresolved, the matter will be referred to the Tasmanian Industrial Commission.

11.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.

11.4 This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance either under the *State Service Act 2000* or the *Industrial Relations Act 1984*, or any other relevant legislation.

12 NO EXTRA CLAIMS

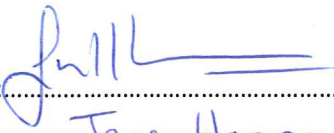
The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salary or conditions of employment.



13 SIGNATORIES


SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

Signed: 
Name: Jane Hanna
Date: 12/03/2020


SIGNED FOR AND ON BEHALF OF

Community and Public Sector Union (State Public Services Federation Tasmania) Inc.

Signed: 
Name: TOM LYNCH
Date: 12/03/2020

SIGNED FOR AND ON BEHALF OF

Health Services Union, Tasmania Branch

Signed: 
Name: Robbie Moore
Date: 11/03/20



SCHEDULE 1 – SALARY RATES

Classification	Annual Salary Pre FFPPCOOA 1 December 2019	Annual Salary Post FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
Dental Officers Level 1 Year 1	\$108,859	\$108,859	\$111,363	\$113,924	\$116,601
Dental Officers Level 1 Year 2	\$115,543	\$119,173	\$121,914	\$124,718	\$127,649
Dental Officers Level 2 Year 1	\$128,405	\$124,763	\$127,633	\$130,569	\$133,637
Dental Officers Level 2 Year 2	\$129,847	\$129,847	\$132,833	\$135,888	\$139,081
ADVANCED ASSESSMENT POINT					
Dental Officers Level 3 Year 1	\$132,912	\$132,912	\$135,969	\$139,096	\$142,365
Dental Officers Level 3 Year 2	\$146,696	\$145,687	\$149,038	\$152,466	\$156,049
Dental Officers Level 3 Year 3	\$154,033	\$157,094	\$160,707	\$164,403	\$168,266
Dental Officers Level 3 Year 4	\$161,367	\$161,860	\$165,583	\$169,391	\$173,372
Dental Officers Level 3 Year 5	\$169,499	\$166,985	\$170,826	\$174,755	\$178,862
Dental Officers Level 3 Year 6	\$171,145	\$171,145	\$175,081	\$179,108	\$183,317
PROMOTION					
Dental Officers Level 4 Year 1	\$173,020	\$173,020	\$176,999	\$181,070	\$185,325
Dental Officers Level 4 Year 2	\$181,671	\$181,662	\$185,840	\$190,114	\$194,582
Dental Officers Level 4 Year 3	\$183,378	\$183,378	\$187,596	\$191,911	\$196,421
PROMOTION					
Dental Officer Level 5 Year 1	\$190,321				
Dental Officer Level 5 Year 2	\$192,072				
PROMOTION					
Dental Officers Level 6 Year 1	\$198,867	\$198,867	\$203,441	\$208,120	\$213,011
Dental Officers Level 6 Year 2	\$200,767	\$200,767	\$205,385	\$210,109	\$215,047



NOTE: Dental Officer Level 5 has been removed from the structure effective ffppcoa 1 December 2019



SCHEDULE 2 – PURCHASED LEAVE SCHEME SALARY RATES

Classification	Current	New PLS Base Salary from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
Dental Officers Level 1 Year 1	\$105,103	\$105,103	\$107,521	\$109,994	\$112,578
Dental Officers Level 1 Year 2	\$111,557	\$115,062	\$117,708	\$120,415	\$123,245
Dental Officers Level 2 Year 1	\$123,975	\$120,459	\$123,230	\$126,064	\$129,027
Dental Officers Level 2 Year 2	\$125,367	\$125,367	\$128,250	\$131,200	\$134,283
ADVANCED ASSESSMENT POINT					
Dental Officers Level 3 Year 1	\$128,327	\$128,327	\$131,278	\$134,297	\$137,453
Dental Officers Level 3 Year 2	\$141,635	\$140,661	\$143,896	\$147,206	\$150,665
Dental Officers Level 3 Year 3	\$148,719	\$151,674	\$155,163	\$158,731	\$162,461
Dental Officers Level 3 Year 4	\$155,800	\$156,276	\$159,870	\$163,547	\$167,391
Dental Officers Level 3 Year 5	\$163,651	\$161,224	\$164,933	\$168,726	\$172,691
Dental Officers Level 3 Year 6	\$165,240	\$165,240	\$169,041	\$172,929	\$176,993
PROMOTION					
Dental Officers Level 4 Year 1	\$167,051	\$167,051	\$170,893	\$174,823	\$178,931
Dental Officers Level 4 Year 2	\$175,403	\$175,395	\$179,429	\$183,555	\$187,869
Dental Officers Level 4 Year 3	\$177,051	\$177,051	\$181,124	\$185,290	\$189,644
PROMOTION					
Dental Officer Level 5 Year 1	\$183,755				
Dental Officer Level 5 Year 2	\$185,446				
Dental Officers Level 6 Year 1	\$192,006	\$192,006	\$196,422	\$200,940	\$205,662
Dental Officers Level 6 Year 2	\$193,841	\$193,841	\$198,299	\$202,860	\$207,628



NOTE: Dental Officer Level 5 has been removed from the structure effective 1 December 2019



