



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Filing of the Principals Agreement 2023 [2024] TASIC 1

PARTIES:

Minister administering the State Service Act 2000

Australian Education Union, Tasmanian Branch

SUBJECT: *Industrial Relations Act 1984*, s 55(2) application for filing of an Industrial Agreement

FILE NO: T15102 of 2024

HEARING DATE(S): 31 January 2024

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 1 February 2024

MEMBER: President D J Barclay

CATCHWORDS: Industrial agreement – application approved – effective from 9 February 2022 and remains in force until 8 February 2026 – cancellation of Teaching Service (Tasmanian Public Sector) Principals Agreement 2013

REPRESENTATION:

Mat Johnstone with Rebecca Ryan for the Minister administering the *State Service Act 2000*

Bharti Kour for the Australian Education Union, Tasmanian Branch

FILING OF THE PRINCIPALS AGREEMENT 2023 [2024] TASIC 1

REASONS FOR DECISION

HOBART, 1 FEBRUARY 2024

[1] On 18 January 2024, 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), an application for filing of the Principals Agreement 2023 (the Agreement). The Application also seeks to cancel the Teaching Service (Tasmanian Public Sector) Principals Agreement 2013 (Previous Agreement).

[2] The Agreement is a substantial overhaul and improvement on the Previous Agreement. The Agreement provides for:

- a new six level classification structure based on school complexity as determined by the global school budget figures adjusted each year on a rolling three-year average basis;
- a new salary structure with salary progression every two, four and six years based on satisfactorily meeting all (school, self, and system) goals from two consecutive PDP cycles as assessed by the Principal Salary Progression Review Panel;
- the introduction of the School Leadership and Management Prerequisites (SLMP) as an essential requirement for all School Based Principals, to complete;
- an improved performance and development process through the established DECYP four-stage cycle and will include the establishment of goals against three domains spanning school goals, individual goals, and strategic/system goals; and
- transition arrangements for current Principals to transition to the new classification structure from registration of the Agreement and salary arrangement to apply by way of Higher Duties Allowance where applicable for Principals who have been acting in higher classified schools since Term 1 2022 until the registration of the Agreement.

[3] The classification structure is a new structure based on school complexity as reflected in the school budget. Advancement is assessed over a 2-year period rather than annually as with most state service positions. Principals will also have a Performance Development Plan and are a key part of salary progression.

[4] The parties submitted that no employees covered by the Agreement would be disadvantaged by the Agreement, the approval would be in the public interest and it is made with the consent of the parties.

[5] Having regard to the submissions of the parties and the terms of the Agreement, I am satisfied that the Agreement is consistent with the public interest and it does not disadvantage the employees concerned. I am satisfied that there is genuine consent to the Agreement by the parties and that the Agreement is not for a period of more than five years.

[6] In respect to the cancellation of the Previous Agreement, no employees to whom that agreement applies will be disadvantaged from its cancellation. In light of the terms of the Agreement I accept those submissions. Accordingly, the Previous Agreement is cancelled.

[7] Pursuant to s 55(4), the Agreement is approved being retrospective in that it will commence with an operative date being from 9 February 2022 and shall remain in force until 8 February 2026. The file will now be referred to the Registrar for registration of the Agreement in accordance with the requirements of s 56(1) of the Act.

