



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Governor of Tasmania Employee Award [2024] TASIC 24

PARTIES:

The Governor-in-Council; The Official Secretary

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

Australian Workers' Union, Tasmania Branch

SUBJECT: *Industrial Relations Act 1984*, s 23(1) application for variation of Award

FILE NO: T15162 of 2024

HEARING DATE(S): 13 August 2024

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 14 August 2024

COMMISSIONER: Deputy President N M Ellis

CATCHWORDS: Award variations – Adjustment to Salary Tables and Wage Related Allowances – effective from the first full pay period commencing on or after 1 July 2023

REPRESENTATION:

J Guilliamse and E Reale for the Governor-In-Council; the Official Secretary

L Midgley for The Community and Public Sector Union (State Public Services Federation Tasmania) Inc

VARIATION OF THE GOVERNOR OF TASMANIA EMPLOYEE AWARD [2024] TASIC 24

REASONS FOR DECISION

16 AUGUST 2024

[1] On 6 August 2024, the Minister administering the *State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to section 23 of the *Industrial Relations Act 1984* (the Act), an application to vary the Governor of Tasmania Employee Award with respect to salary tables and adjustments to Wage Related Allowances.

[2] The application relates to award variations as set out in the applicant's submissions as set out below:

“Salary Tables

2. The Governor of Tasmania Employee Award has been updated to replace the salary table where applicable to reflect the salary rates payable on the first full pay period commencing on or after (ffppcoa) 1 July 2023, in accordance with the Adjustment to Wage Related Allowances mechanism in the Award.

Wage Related Allowances

3. A variation to the Governor of Tasmania Employee Award is sought to adjust wage related allowances in line with the percentage salary increases for the 1 July 2022 to 30 June 2023 period, in accordance with the Adjustment to Wage Related Allowances mechanism in the Governor of Tasmania Employee Award, which provides as follows:

a. The mechanism contained in Part IV, Clause 1 provides for the adjustment to wage related allowances.

b. The clause provides that all monetary allowances (unless specified separately) are to be adjusted from the first full pay period on or after 1 July each year by the same percentage as the salary rate for the lowest level of the Band 4 classification of the Governor of Tasmania Employee Award increases between 1 July in the preceding year and 30 June of that year.

c. The relevant percentage for this application is 4.89% in line with the salary percentage increase which applied with effect from the ffppcoa 1 December 2022.

d. Adjustments are sought to wage related allowances at Part IV of the Award accordingly.

Operative Date

All variations in this application are sought operative from the ffppcoa 1 July 2023.”

[3] All parties submitted the variations did not disadvantage employees covered, are in the public interest and with the consent of the parties.

[4] I am satisfied that the application is consistent with the public interest requirements in line with s 36 of the Act, does not disadvantage the Award-covered employees, and is with the consent of the parties.

[5] The application for variation is granted, pursuant to s 24 of the Act, with the variations being operative from the first full pay period commencing on or after 1 July 2023.

[6] Orders reflecting this decision are to follow.

