

## **TASMANIAN INDUSTRIAL COMMISSION**

### ***Industrial Relations Act 1984***

s55(2) application for approval of an industrial agreement

### **Minister administering the State Service Act 2000**

and

### **Tasmanian Salaried Medical Practitioners Society**

(T14680 of 2019)

## **RURAL MEDICAL PRACTITIONERS (TASMANIAN STATE SERVICE) AGREEMENT 2018**

PRESIDENT D J BARCLAY

HOBART, 20 AUGUST 2019

**Industrial agreement – application approved – agreement to effect salary increases - no change to other terms and conditions – agreement operative from 1 July 2018 and will remain in force until 30 June 2019 - forwarded to registrar for registration**

### **DECISION**

**[1]** On 19 August 2019, 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 Rural Medical Practitioners (Tasmanian State Service) Agreement 2018.

**[2]** At the hearing in Hobart on 20 August 2019, Ms Louise Mills and Ms Jane Fitton appeared on behalf of MASSA, and Ms Lara Giddings appeared on behalf of the Tasmanian Salaried Medical Practitioners Society (TSMPS).

**[3]** The Agreement is notable in that it relates to a period entirely in the past. Ordinarily I would take some persuading to approve an agreement which is essentially of no operative affect for the future.

**[4]** The Agreement is brought for approval effective from 1 July 2018 until 30 June 2019. The Agreement also provides for back pay from 1 April 2019. It is intended that negotiations for a new agreement commence almost immediately. The No Extra Claims clause does not prevent those negotiations from taking place.

**[5]** The pay increase is of 2.1%. It is slightly higher than the Governments Wages Policy. The Unions had wanted more. However the Agreement reflects a compromise by both sides to effect a modest pay rise and back pay. The Agreement also provides for an additional 0.25% increase from the date of registration. Finally the Agreement provides for effectively a one off sign on bonus of \$120 (pro rata) for those employees covered by the Agreement.

**[6]** The Agreement does not alter any other conditions of employment.

[7] I note that the parties do not retire from previous agreements which contain provisions relating to terms and conditions of employment. Accordingly no person is deprived of a benefit from an existing agreement.

[8] Given the circumstances in which the Agreement has been made, I am satisfied that the agreement is consistent with the public interest requirements of the Act, does not disadvantage the employees concerned, and obviously the term of the agreement does not exceed 5 years. I am satisfied that there is genuine consent to the Agreement by the parties to it.

[9] Pursuant to s55(4) the Agreement is approved with an operative date 1 July 2018 and shall remain in force until 30 June 2019. 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.



D J BARCLAY  
**PRESIDENT**

***Appearances:***

Ms Mills and Ms Fitton for MASSA  
Ms Giddings for TSMPS

**Date and place of hearing:**

2019  
20 August  
Hobart