

T14751 OF 2020



Industrial Relations Act 1984
s55 Industrial Agreement

AWU PUBLIC SECTOR UNION WAGES AGREEMENT 2019

Between the

Minister administering the *State Service Act 2000*

and the

The Australian Workers' Union, Tasmania Branch



I TITLE

This Agreement shall be known as the AWU Public Sector Union Wages Agreement 2019.

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3 APPLICATION

This Agreement is made in respect of employees covered by the AWU (Tasmanian State Sector) Award.

4 DATE AND PERIOD OF OPERATION

4.1 This Agreement cancels and replaces the following agreements:

- (i) AWU Public Sector Union Wages Agreement 2016 which was registered on 22 December 2016.
- (ii) AWU Public Sector Union Wages Agreement 2013 which was registered on 16 January 2014.

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 30 November 2021.

5 PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000* and the Australian Workers' Union, Tasmania Branch.

6 RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the AWU (Tasmanian State Sector) Award (the Award), the Tasmanian State Service Award (TSSA), 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 for employees covered by the AWU (Tasmanian State Sector) Award.

7.3 Schedule 2 of this Agreement set out the annual rates of pay effective ffppcooa 1 December 2019, ffppcooa 1 December 2020, and ffppcooa 1 December 2021 for employees covered by the AWU (Tasmanian State Sector) Award participating in the Purchased Leave Scheme.



8 NOVATED LEASE

- 8.1 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.
- 8.2 All salary sacrifice arrangements are to be administered by an organisation nominated by the employer following consultation with unions.
- (i) All fringe benefits tax, other liabilities, and/or direct 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 rates are based on the salary that would have been payable had the salary sacrifice agreement not existed.
 - (iv) An employee who withdraws from a salary sacrifice arrangement is required to comply with the requirements of the administrator of that arrangement.

9 PERSONAL LEAVE ACCUMULATION SCHEME

- 9.1 The personal leave accumulation scheme only applies to employees covered by the scope of the AWU (Tasmanian State Sector) Award (the Award).
- 9.2 A full time employee covered by the personal leave accumulation scheme is entitled to 147 hours (or 152 hours for employees working a 38 hour week) of personal leave in each personal leave year. A part-time employee is entitled to personal leave in direct proportion to the number of hours worked compared to a full time employee.
- 9.3 Personal leave for a full time employee accrues at the rate of 5.65 hours (5.85 hours for an employee working a 38 hour week) for each completed fortnight of service. Any personal leave not used in any personal leave year is added to the following years' accrual to a maximum accrual of 1911 hours (or 1976 hours for employees working a 38 hour week).
- 9.4 This provision is an alternate to the triennium scheme as detailed in the Award Part VII, Clause 3(d) and applies to all new employees from 1 March 2014, including fixed term employees. Fixed term employees employed from 1 March 2014 will not be able to transfer into the triennium scheme as detailed in the Award Part VII, Clause 3(d).
- 9.5 Existing employees as at 1 March 2014 may elect to transfer from the triennium entitlement as detailed in the Award Part VII, Clause 3(d) to the accumulation scheme.



- 9.6 An election to transfer may be made from 1 March 2014 with a date of effect of 1 July 2014. An election to transfer made after 1 June 2014 will have a date of effect 4 weeks after the application is made.
- 9.7 An employee who makes an election to transfer their entitlement from the triennium scheme to the accumulation scheme is to have their personal leave balance recalculated by multiplying their full time equivalent years of service with the accumulated leave scheme annual entitlement (147 hours), less all personal leave used during their service and up to the date of transfer. This will become their new personal leave balance.
- 9.8 Once a new employee has been assigned to the accumulation scheme or an existing employee has elected to transfer to the accumulation scheme they cannot revert back to the triennium scheme.
- 9.9 Other than the method of accrual of personal leave, all other provisions of the Award Part VII, Clause 3 continues to apply.

10 METRO GREENCARD REVIEW

The parties will conduct a review to determine the feasibility of Metro Greencard salary sacrifice arrangements. The review will be concluded by 30 June 2020.

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

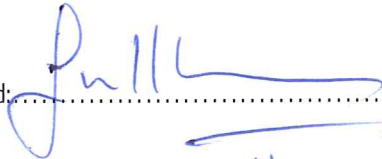
The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salary or conditions of employment.



SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

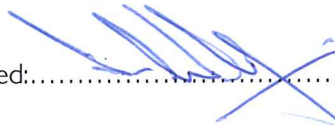
Signed: 

Name: Jane Hanna

Date: 5/3/2020

SIGNED FOR AND ON BEHALF OF

The Australian Workers' Union, Tasmania Branch

Signed: 

Name: IAN WAKEFIELD

Date: 6-3-2020



Schedule I – Salaries

Classification	Current	2.3% increase from ffppcooa 1 December 2019	2.3% increase from ffppcooa 1 December 2020	2.35% increase from ffppcooa 1 December 2021
B1-R1-1	\$43,830	\$44,838	\$45,869	\$46,947
B1-R1-3	\$46,870	\$47,948	\$49,051	\$50,204
B1-R2-2	\$49,904	\$51,052	\$52,226	\$53,453
B1-R2-4	\$52,758	\$53,971	\$55,212	\$56,509
B1-R2-5	\$53,511	\$54,742	\$56,001	\$57,317
PROMOTION				
B2-R1-2	\$55,367	\$56,640	\$57,943	\$59,305
B2-R1-3	\$56,384	\$57,681	\$59,008	\$60,395
B2-R1-4	\$57,449	\$58,770	\$60,122	\$61,535
B2-R1-5	\$58,846	\$60,199	\$61,584	\$63,031
B2-R1-6	\$59,696	\$61,069	\$62,474	\$63,942
PROMOTION				
B3-R1-2	\$62,184	\$63,614	\$65,077	\$66,606
B3-R1-3	\$63,427	\$64,886	\$66,378	\$67,938
B3-R1-4	\$64,651	\$66,138	\$67,659	\$69,249
B3-R1-5	\$66,331	\$67,857	\$69,418	\$71,049
B3-R1-6	\$67,329	\$68,878	\$70,462	\$72,118
PROMOTION				
B4-R1-2	\$69,646	\$71,248	\$72,887	\$74,600
B4-R1-3	\$71,459	\$73,103	\$74,784	\$76,541
B4-R1-4	\$73,374	\$75,062	\$76,788	\$78,593
ADVANCED ASSESSMENT POINT				
B4-R2-2	\$74,613	\$76,329	\$78,085	\$79,920
B4-R2-3	\$76,553	\$78,314	\$80,115	\$81,998
B4-R2-4	\$79,113	\$80,933	\$82,794	\$84,740
B4-R2-5	\$80,305	\$82,152	\$84,041	\$86,016
PROMOTION				
B5-R1-2	\$83,651	\$85,575	\$87,543	\$89,600
B5-R1-3	\$85,766	\$87,739	\$89,757	\$91,866
ADVANCED ASSESSMENT POINT				
B5-R2-1	\$86,993	\$88,994	\$91,041	\$93,180
B5-R2-2	\$87,792	\$89,811	\$91,877	\$94,036
PROMOTION				
B6-R1-2	\$91,827	\$93,939	\$96,100	\$98,358
B6-R1-3	\$93,664	\$95,818	\$98,022	\$100,326
B6-R1-4	\$96,723	\$98,948	\$101,224	\$103,603
ADVANCED ASSESSMENT POINT				
B6-R2-2	\$99,188	\$101,469	\$103,803	\$106,242
B6-R2-3	\$100,934	\$103,255	\$105,630	\$108,112
B6-R2-4	\$102,670	\$105,031	\$107,447	\$109,972
B6-R2-5	\$103,983	\$106,375	\$108,822	\$111,379



Schedule 2 – Purchased Leave Scheme Salaries

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
B1-R1-1	\$42,319	\$43,291	\$44,287	\$45,327
B1-R1-3	\$45,252	\$46,294	\$47,359	\$48,472
B1-R2-2	\$48,183	\$49,291	\$50,424	\$51,609
B1-R2-4	\$50,938	\$52,109	\$53,307	\$54,559
B1-R2-5	\$51,665	\$52,853	\$54,069	\$55,340
PROMOTION				
B2-R1-2	\$53,457	\$54,686	\$55,944	\$57,259
B2-R1-3	\$54,439	\$55,691	\$56,972	\$58,311
B2-R1-4	\$55,467	\$56,742	\$58,048	\$59,412
B2-R1-5	\$56,817	\$58,122	\$59,459	\$60,856
B2-R1-6	\$57,637	\$58,962	\$60,319	\$61,736
PROMOTION				
B3-R1-2	\$60,039	\$61,419	\$62,832	\$64,308
B3-R1-3	\$61,239	\$62,647	\$64,088	\$65,594
B3-R1-4	\$62,422	\$63,856	\$65,325	\$66,860
B3-R1-5	\$64,043	\$65,516	\$67,023	\$68,598
B3-R1-6	\$65,007	\$66,502	\$68,031	\$69,630
PROMOTION				
B4-R1-2	\$67,244	\$68,790	\$70,372	\$72,026
B4-R1-3	\$68,994	\$70,581	\$72,204	\$73,900
B4-R1-4	\$70,843	\$72,472	\$74,139	\$75,882
ADVANCED ASSESSMENT POINT				
B4-R2-2	\$72,039	\$73,696	\$75,391	\$77,163
B4-R2-3	\$73,911	\$75,612	\$77,351	\$79,169
B4-R2-4	\$76,383	\$78,141	\$79,938	\$81,816
B4-R2-5	\$77,534	\$79,318	\$81,142	\$83,048
PROMOTION				
B5-R1-2	\$80,764	\$82,623	\$84,523	\$86,509
B5-R1-3	\$82,807	\$84,712	\$86,660	\$88,697
ADVANCED ASSESSMENT POINT				
B5-R2-1	\$83,991	\$85,924	\$87,900	\$89,965
B5-R2-2	\$84,763	\$86,713	\$88,707	\$90,792
PROMOTION				
B6-R1-2	\$88,659	\$90,698	\$92,785	\$94,965
B6-R1-3	\$90,432	\$92,512	\$94,640	\$96,865
B6-R1-4	\$93,387	\$95,534	\$97,732	\$100,029
ADVANCED ASSESSMENT POINT				
B6-R2-2	\$95,767	\$97,968	\$100,222	\$102,577
B6-R2-3	\$97,451	\$99,693	\$101,986	\$104,382
B6-R2-4	\$99,128	\$101,407	\$103,740	\$106,178
B6-R2-5	\$100,396	\$102,705	\$105,068	\$107,536

