

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s 55(2) application for filing of industrial agreement

The Minister administering the State Service Act 2000

(T14992 of 2022)

PUBLIC SECTOR UNION WAGES AGREEMENT 2022

PRESIDENT D BARCLAY

HOBART, 23 DECEMBER 2022

Filing of agreement – consent application - consent order issued – agreement to effect salary increases - operative from 1 July 2022 and will remain in force until 30 June 2025 - forwarded to registrar for registration.

DECISION

[1] On 20 December 2022, the Minister administering *the State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to s 55(2) of the *Industrial Relations Act 1984* (the Act), an application to file with the Commission the Public Sector Union Wages Agreement 2022 (the Agreement) and to cancel the Public Sector Union Wages Agreement 2019 (the 2019 Agreement).

[2] At the hearing, on 23 December 2022, Jane Hanna and Stuart Locke appeared on behalf of MASSA, Natalie Jones appeared on behalf of The Community and Public Sector Union (State Public Services Federation Tasmania) Inc (CPSU), David Genford appeared on behalf of the Australian Education Union, Tasmanian Branch (AEU), Robbie Moore appeared on behalf of the Health Services Union (HSU) and Jacob Batt appeared for the Automotive, Food, Metals, Engineering, Metals and Printing and Kindred Industries Union (AMWU). Written submissions were also received from the United Workers' Union.

[3] The Agreement is the product of extensive negotiations including negotiations to vary relevant awards. A detailed offer covering a broad range of industrial matters was made in writing by the employer on 1 December 2022. The Agreement relates to some but not all of those matters. The parties have committed to undertaking further work to draft and implement the outstanding matters.

[4] The Agreement will apply for 3 years from 1 July 2022 until 30 June 2025. It provides for salary increases totalling 9.5% over 3 years. A number of employees will receive a \$1000 cost of living allowance and others will receive lower income payments of between \$500 and \$2000 (payable over three years) depending on their classification.

[5] New clauses include pay in lieu of deduction of recreational leave where a Head of Agency determines to close the agency (or a part) between Christmas Day and New Year's Day. Shift workers up to the equivalent of General Stream Band 3 who are rostered to work between those times will be paid time and a half for days worked.

[6] Night shift allowances are increased to 27.5% and Legal Practitioners will cease to be regulated by the Legal Practitioners Award and will come within the Agreement.

[7] Otherwise the Agreement replicates the 2019 Agreement. Accordingly the parties submitted that no employees covered by the 2019 Agreement will be disadvantaged by the cancellation of it. Accordingly I cancel the 2019 Agreement.

[8] All parties submitted the Agreement is consistent with the public interest, does not disadvantage those employees covered by it and that there is genuine consent to the Agreement.

[9] I am satisfied that the Agreement is consistent with the public interest requirements of the Act, does not disadvantage the employees concerned, and 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.

[10] Pursuant to s 55(4), the Agreement is approved with an operative date of 1 July 2022 and will remain in force until 30 June 2025. 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.



D J Barclay
President

Appearances:

J Hanna and S Locke for MASSA
N Jones for CPSU
D Genford for AEU
R Moore for HSU
J Batt for AMWU

Date and place of hearing:

2022
23 December
HOBART