



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Filing of the Governor of Tasmania Employee Agreement 2022 [2023]
TASIC 52

PARTIES:

The Governor-in-Council; The Official Secretary

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

The Australian Workers' Union, Tasmanian Branch

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

FILE NO: T15067 of 2023

HEARING DATE(S): 20 September 2023

HEARING LOCATION: Hobart

DATE REASONS ISSUED: 26 September 2023

COMMISSIONER: Deputy President Ellis

CATCHWORDS: Industrial agreement – new agreement replaces and cancels 2020 agreement - salary increases - application approved with effect from 1 July 2022 and remains in force until 30 June 2025.

REPRESENTATION:

E Reale and D Appleyard the Governor-In-Council; the Official Secretary

N Jones for The Community and Public Sector Union (State Public Services Federation Tasmania) Inc

R Flanagan for the Australian Workers' Union, Tasmanian Branch

FILING OF THE GOVERNOR OF TASMANIA EMPLOYEE AGREEMENT 2022

REASONS FOR DECISION

26 SEPTEMBER 2023

[1] On 8 September 2023, the Governor-In-Council and the Official Secretary, Government House ('the Secretary') lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act 1984* ('the Act'), an application to file the Governor of Tasmania Employee Agreement 2022 ('the Agreement').

[2] This Agreement is made with the consent of all the parties to provide for salary increases for employees covered by the *Governor of Tasmania Employee Agreement 2022*, following discussions between the parties, where it was agreed to apply the same salary increases, cost of living payment and Lower Income Payment provided by Agreements within the Tasmanian State Service, notwithstanding that employees covered by this Agreement are not State Service employees.

[3] The Agreement will take effect from 1 July 2022 and will remain in force until 30 June 2025.

[4] Clause 6 provides that the Agreement cancels and replaces the *Governor of Tasmania Employee Agreement 2020*.

[5] As outlined in the Secretary's submissions, the Agreement provides for increased salaries. These are the notable inclusions:

- a) Clause 7(i) provides that salaries will increase as follows:
 - b) 3.5% percent per annum with effect from the first full pay period commencing on or after (first full pay period commencing on or after) 1 December 2022;
 - c) 3 percent per annum with effect from the first full pay period commencing on or after 1 December 2023; and
 - d) 3 percent per annum with effect from the first full pay period commencing on or after 1 December 2024.
- 1. In addition to the percentage salary increases, all employees covered by this Agreement, will receive a flat rate \$1000 cost of living increase to the base salaries with effect from first full pay period commencing on or after 1 December 2022 applied prior to the salary percentage increase for December 2022.
- 2. A lower income payment of \$500 is to be applied to the base salaries in Schedule 1 for employees whose substantive classification is up to the equivalent of the full time salary at the top of classification Band 3 and below, effective from the first full pay period commencing on or after 1 December 2022, applied prior to the salary

percentage increase for December 2022.

3. A one-off Lower Income Payment is payable to employees whose substantive classification is up to the equivalent of the top of Band 3 and below and who are earning up to the equivalent to the salary at the top of classification Band 3 and below, at the point the payment is due as follows:
 - a. \$1,000 (pro-rata) payable from the first full pay period commencing on or after the date of registration of this Agreement.
 - b. \$500 (pro-rata) payable from the first full pay period commencing on or after 1 December 2023.
 - c. \$500 (pro-rata) payable from the first full pay period commencing on or after 1 December 2024.
4. Part-time, temporary and casual employees who meet the eligibility for the Lower Income Payment will receive pro-rata payment of the Lower Income Payment on the basis of their average fortnightly hours worked as a proportion of the full time equivalent fortnightly hours. Due to the differing nature of individual working arrangements with Government House, several options for the calculation of the average fortnightly hours have been provided for in the Agreement clause.

[6] 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.

[7] 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 to it and that the Agreement is not for a period of more than five years.

[8] Pursuant to s 55(4)(a) of the Act, the Agreement is approved, effective from 1 July 2022.

[9] The file will now be referred to the Registrar for registration in accordance with s 56 of the Act.

