

T13648 of 2010  
19 FEB 2010

The Department of Treasury and Finance Compliance Inspectors Agreement 2010

**The Department of Treasury and Finance**  
**Compliance Inspectors Agreement 2010**

***Industrial Relations Act 1984***

**S55 Industrial Agreement**



**1. TITLE**

This agreement shall be known as the Department of Treasury and Finance Compliance Inspectors Agreement 2010.

**2. SCOPE**

The agreement is between the Minister administering the *State Service Act 2000* and the Community and Public Sector Union (State Public Services Federation) Inc. and is to apply to employees in the Department of Treasury and Finance who are assigned the duties of Compliance Inspector and work according to a regular span of hours work arrangement as defined in clause 10.

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#### 4. RELATIONSHIP TO THE RELEVANT AWARD AND AGREEMENT

This Agreement replaces the Department of Treasury and Finance Compliance Inspectors Agreement 2005 in its entirety.

This Agreement is to be read and applied in conjunction with the *Tasmanian State Service Award* (and the *Tasmanian State Service Union Agreement*) and where there is any inconsistency, the provisions of this Agreement are to prevail.

#### 5. DATE AND PERIOD OF OPERATION

This Agreement will be for the period commencing from the first full pay period 8 weeks on or after the date of registration and will remain in force until the first full pay period on or after 1 June 2011.

#### 6. WITHDRAWAL FROM S55 AGREEMENT

It is the intention of the Department of Treasury and Finance to retire from the agreement and to cease to be a party to the agreement at the conclusion of the period of operation.

#### 7. USE AS A PRECEDENT

This Agreement must not be used in any manner whatsoever to obtain similar arrangements or benefits for any other workplace or occupational group.

#### 8. DEFINITIONS

##### General Definitions

**'Award'** means the *Tasmanian State Service Award* (the Award).

**'Agreement'** means the Department of Treasury and Finance Compliance Inspectors Agreement 2010.

**'Base Salary'** means the normal salary exclusive of the regular out of span of hours work loading.

**'Department'** means the Department of Treasury and Finance.

**'Employee'** means a permanent or fixed term employee appointed under the provisions of the *State Service Act 2000* and assigned the duties of a Compliance Inspector working according to a regular out of span of hours work roster on a full-time, part-time or irregular basis.

**'Employer'** means the Minister administering the *State Service Act 2000*.

**'Major Planned Events'** means the following:

Taste of Tasmania, Mona Foma (Salamanca Arts Centre), Hobart International Tennis Open, Soundscape Festival, Cricket test or one day matches, Wooden Boat Festival, Hobart Cup, Football Grand Finals (North



and South), Hobart Beer Festival, Knopwood Christmas Drinks, Falls Festival, Festivale, MS Fest, AFL Games at Aurora, Launceston Show, Symmons Plains V8s, Launceston Cup, 20/20 Cricket NTCA, Rodeos, Devonport Cup, New Years Eve Royal Park.

#### **9. MORE RESPONSIBLE DUTIES ALLOWANCE (MRDA)**

An employee assigned to the duties of a Compliance Inspector who is directed to perform more responsible duties including supervision of employees, training other staff, resource allocation and/or project work is to be paid an amount of 8% of the base salary.

All existing MRDA arrangements at the date of registration of this Agreement will continue until their current term expires. After that time any further MRDA will be determined on an as and when required basis by the employer and with prior consultation with the employees affected.

#### **10. HOURS OF WORK**

The average ordinary hours of work of any employee is to be 36.75 hours per week, to be reconciled over a 5 week cycle in which a minimum of 183.75 hours are to be worked.

Employees are to work according to a planned work arrangement of regular out of span of hours work that incorporates the employer's operational requirements for coverage in the Casinos from 7 pm Friday night – 2am Saturday, and 9am Saturday until Saturday midnight.

The regular out of span of hours work will also incorporate attendance at major planned events, working with Admirals on the TT-Line ships, and leaving the Casino during a period of work to attend to liquor issues at other venues.

#### **11. SHORT NOTICE CHANGES TO REGULAR PLANNED WORK ARRANGEMENT**

Where an employee is required at the initiative of the employer, for operational reasons, to work any unplanned hours outside the regular planned work arrangement and is given less than 48 hours notice of such change then the Award overtime rates will apply to that work performed.

#### **12. REGULAR OUT OF SPAN OF HOURS LOADING**

All Compliance Inspectors covered by this Agreement are to receive a loading of 8% of base salary in compensation for the out of span of hours work performed, as part of the regular out of span of hours work roster.

This loading is in lieu of the overtime provided under Part VI of the Award for this regular planned work outside the span of hours.



### **13. PAYMENT OF OVERTIME**

Subject to clauses 10, 11 and 12 of this Agreement Compliance Inspectors will be paid in accordance with Part VI Hours of Work and Overtime for Day Work Clause 3 of the Award for any work outside the span of hours Monday – Thursday, Sunday, or Saturday 2am – 9am that is not part of the regular planned out of span of hours work arrangement.

### **14. HOLIDAYS WITH PAY**

Compliance Inspectors are entitled to holidays with pay as described under Part VIII Clause 1 Holidays with Pay of the Award. This applies to planned or unplanned work arrangements. Where the Department requires a Compliance Inspector to work on a holiday with pay, Compliance Inspectors are entitled to payment under Part VI Clause 3 Overtime for Day Work or where agreed between the parties, time off in lieu of overtime.

### **15. REVIEW OF PLANNED WORK ARRANGEMENTS**

During the term of this Agreement the parties will review the planned work arrangements at 3 monthly intervals to ensure there has been no significant change in the quantum of the requirement for the regular out of span of hours work and that major planned events are not a regular occurrence after 7pm Monday – Thursday nor Sundays for each Compliance Inspector. If the circumstances change, the parties agree to meet to resolve the matter.

### **16. TRANSITION PAYMENT**

In recognition of the transition to these new arrangements and the changed leave arrangements an employee covered by the scope of this Agreement at the date of registration of the Agreement is to be paid a once off payment equivalent to 10 days salary.

### **17. GRIEVANCE AND DISPUTE SETTLING PROCEDURES**

The grievance and dispute settling procedures are to be dealt with in accordance with Part XI – Consultation and Change: Grievance and Dispute Resolution of the Award.

### **18. NO EXTRA CLAIMS**

The parties to this Agreement undertake that, for the life of this Agreement, they will not make any additional claims relating to any matter included in this Agreement.



**SIGNATURES TO THE AGREEMENT**

**For and on Behalf of:  
The Minister Administering the State Service Act**

Name:

Signature:

Date:

Frank Ogle (DPS40)  
[Signature]  
15/2/10.

**SIGNATURES TO THE AGREEMENT**

**For and on Behalf of:  
The Community and Public Sector Union  
(State Public Service Federation Tasmania) Inc**

Name:

Signature:

Date:

MATHEW JOHNSTON  
[Signature]  
11/02/10

**This Agreement is registered pursuant to Section 56(1) of the Industrial Relations Act 1984**

