

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for award or variation of award

The Minister administering the State Service Act 2000
(T13893 of 2012)

DEPUTY PRESIDENT TIM ABEY

Award variation - salaries - consent order issued

TASMANIAN STATE SERVICE AWARD

ORDER BY CONSENT -

No. 1 of 2012

The **TASMANIAN STATE SERVICE AWARD** is varied in the following manner:

(1) By deleting from Part II- SALARIES AND RELATED MATTERS existing Clause 3 - Salaries and inserting in lieu thereof the following:

"3. SALARIES

(a) Salaries for the General Stream

(i) The salary increases for employees translating to the new General Stream under this award are:

(1) Increase of 4.0% effective the first full pay period commencing on or after 27 November 2008, comprising:

(A) Annual Increase of 3.5%; and

(B) Structural Realignment_Increase of 0.5%.

(2) Structural Adjustment Increase of 1.5% effective the first full pay period commencing on or after 5 March 2009.

(3) Annual Increase of 3.5% effective the first full pay period commencing on or after 26 November 2009.

(4) Annual Increase of 3.5% effective the first full pay period commencing on or after 25 November 2010.

(5) Structural Adjustment Increase of 2.0% effective the first full pay period commencing on or after 3 March 2011.

(6) Annual Increase of \$1000.00 per annum or 2.0% per annum effective the first full pay period commencing on or after 8 December 2011.

(7) Annual Increase of \$1000.00 per annum or 2.0% per annum effective the first full pay period commencing on or after 6 December 2012.

(ii) The following tables show the application of the increases set out in paragraph (i) above to salaries for employees in the General Stream:

General Stream for Band 1 to Band 3:

| | <u>Salary</u> <u>3/03/11</u> | <u>Salary</u> <u>8/12/11</u> | <u>Salary</u> <u>6/12/12</u> |
|------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| <u>Band</u> | <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u> | <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u> | <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u> |
| B1-R1-1 | \$35,511 | \$36,511 | \$37,511 |
| B1-R1-2 | \$36,995 | \$37,995 | \$38,995 |
| B1-R1-3 | \$38,480 | \$39,480 | \$40,480 |
| B1-R1-4 | \$39,173 | \$40,173 | 41,173 |
| Advancement Assessment Point/Entry | | | |
| B1-R2-1 | \$39,963 | \$40,963 | \$41,963 |
| B1-R2-2 | \$41,445 | \$42,445 | \$43,445 |
| B1-R2-3 | \$43,112 | \$44,112 | \$45,112 |
| B1-R2-4 | \$44,233 | \$45,233 | \$46,233 |
| Promotion | | | |
| B2-R1-1 | \$45,823 | \$46,823 | \$47,823 |
| B2-R1-2 | \$46,767 | \$47,767 | \$48,767 |
| B2-R1-3 | \$47,725 | \$48,725 | \$49,725 |
| B2-R1-4 | \$48,712 | \$49,712 | \$50,712 |
| B2-R1-5 | \$49,978 | \$50,978 | \$51,998 |
| Promotion | | | |
| B3-R1-1 | \$51,832 | \$52,869 | \$53,926 |
| B3-R1-2 | \$52,888 | \$53,946 | \$55,025 |
| B3-R1-3 | \$53,946 | \$55,025 | \$56,126 |
| B3-R1-4 | \$54,988 | \$56,088 | \$57,210 |
| B3-R1-5 | \$56,418 | \$57,546 | \$58,697 |
| Promotion | | | |

General Stream for Band 4 to Band 6:

| | <u>Salary</u> 3/03/11 | <u>Salary</u> 8/12/11 | <u>Salary</u> 6/12/12 |
|------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| <u>Band</u> | <u>Increase</u> 2.0% (ffpp) | <u>Increase</u> 2.0% (ffpp) | <u>Increase</u> 2.0% (ffpp) |
| B4-R1-1 | \$58,179 | \$59,343 | \$60,530 |
| B4-R1-2 | \$59,236 | \$60,421 | \$61,629 |
| B4-R1-3 | \$60,777 | \$61,993 | \$63,233 |
| Advancement Assessment Point | | | |
| B4-R2-1 | \$62,406 | \$63,654 | \$64,927 |
| B4-R2-2 | \$63,460 | \$64,729 | \$66,024 |
| B4-R2-3 | \$65,110 | \$66,412 | \$67,740 |
| B4-R2-4 | \$67,288 | \$68,634 | \$70,007 |
| Promotion | | | |
| B5-R1-1 | \$69,753 | \$71,148 | \$72,571 |
| B5-R1-2 | \$71,148 | \$72,571 | \$74,022 |
| B5-R1-3 | \$72,946 | \$74,405 | \$75,893 |
| Promotion | | | |
| B6-R1-1 | \$76,016 | \$77,536 | \$79,087 |
| B6-R1-2 | \$78,101 | \$79,663 | \$81,256 |
| B6-R1-3 | \$79,663 | \$81,256 | \$82,881 |
| Advancement Assessment Point | | | |
| B6-R2-1 | \$82,267 | \$83,912 | \$85,590 |
| B6-R2-2 | \$84,363 | \$86,050 | \$87,771 |
| B6-R2-3 | \$85,848 | \$87,565 | \$89,316 |
| B6-R2-4 | \$87,325 | \$89,072 | \$90,853 |
| Promotion | | | |

General Stream for Band 7 to Band 10:

| | Salary 3/03/11 | Salary 8/12/11 | Salary 6/12/12 |
|------------------------------|----------------------------|----------------------------|----------------------------|
| Band | Increase 2.0% (ffpp) | Increase 2.0% (ffpp) | Increase 2.0% (ffpp) |
| B7-R1-1 | \$90,309 | \$92,115 | \$93,957 |
| B7-R1-2 | \$92,713 | \$94,567 | \$96,458 |
| Advancement Assessment Point | | | |
| B7-R2-1 | \$94,567 | \$96,458 | \$98,387 |
| B7-R2-2 | \$96,458 | \$98,387 | \$100,355 |
| Promotion | | | |
| B8-R1-1 | \$98,977 | \$100,957 | \$102,967 |
| B8-R1-2 | \$100,956 | \$102,975 | \$105,035 |
| Advancement Assessment Point | | | |
| B8-R2-1 | \$102,975 | \$105,035 | \$107,136 |
| B8-R2-2 | \$106,612 | \$108,744 | \$110,919 |
| Promotion | | | |
| B9-R1-1 | \$116,608 | \$118,940 | \$121,319 |
| B9-R1-2 | \$122,438 | \$124,887 | \$127,385 |
| B9-R1-3 | \$128,268 | \$130,833 | \$133,450 |
| B9-R1-4 | \$134,099 | \$136,781 | \$139,517 |
| Promotion | | | |
| B10-R1-1 | \$137,531 | \$140,282 | \$143,088 |
| B10-R1-2 | \$144,408 | \$147,296 | \$150,242 |
| B10-R1-3 | \$151,284 | \$154,310 | \$157,396 |
| B10-R1-4 | \$158,161 | \$161,324 | \$164,550 |

(b) Salaries for the Professional Stream

(i) The salary increases for employees translating to the new Professional Stream under this award are:

- (1) Adjustment for translation effective the first full pay period commencing on or after 27 November 2008.
- (2) Increase of 4.0% effective the first full pay period commencing on or after 27 November 2008, comprising:
 - (A) Annual Increase of 3.5%; and
 - (B) Structural Realignment Increase of 0.5%.
- (3) Structural Adjustment Increase of 1.5% effective the first full pay period commencing on or after 5 March 2009.
- (4) Annual Increase of 3.5% effective the first full pay period commencing on or after 26 November 2009.
- (5) Annual Increase of 3.5% effective the first full pay period commencing on or after 25 November 2010.
- (6) Structural Adjustment Increase of 2.0% effective the first full pay commencing period on or after 3 March 2011.
- (6) Annual Increase of \$1000.00 per annum or 2.0% per annum effective the first full pay period commencing on or after 8 December 2011.
- (7) Annual Increase of \$1000.00 per annum or 2.0% per annum effective the first full pay period commencing on or after 6 December 2012.

(ii) The following tables show the application of the increases set out in paragraph (i) above to salaries for employees the Professional Stream:

Professional Stream Band 1:

| | <u>Salary</u> <u>3/03/11</u> | <u>Salary</u> <u>8/12/11</u> | <u>Salary</u> <u>6/12/12</u> |
|------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| <u>Band</u> | <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u> | <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u> | <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u> |
| B1-R1-1 | \$51,832 | \$52,869 | \$53,926 |
| B1-R1-2 | \$53,946 | \$55,025 | \$56,126 |
| B1-R1-3 | \$58,179 | \$59,343 | \$60,530 |
| B1-R1-4 | \$60,777 | \$61,993 | \$63,233 |
| B1-R1-5 | \$63,460 | \$64,729 | \$66,024 |
| B1-R1-6 | \$67,288 | \$68,634 | \$70,007 |
| B1-R1-7 | \$69,753 | \$71,148 | \$72,571 |
| Advancement Assessment Point | | | |

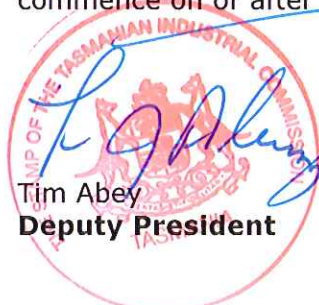
Professional Stream Band 2 to Band 6:

| | <u>Salary</u> <u>3/03/11</u> | <u>Salary</u> <u>8/12/11</u> | <u>Salary</u> <u>6/12/12</u> |
|---------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| <u>Band</u> | <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u> | <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u> | <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u> |
| B2-R1-1 | \$72,946 | \$74,405 | \$75,893 |
| B2-R1-2 | \$76,016 | \$77,536 | \$79,087 |
| B2-R1-3 | \$79,663 | \$81,256 | \$82,881 |
| B2-R1-4 | \$82,267 | \$83,912 | \$85,590 |
| B2-R1-5 | \$84,363 | \$86,050 | \$87,771 |
| Promotion | | | |
| B3-R1-1 | \$90,309 | \$92,115 | \$93,957 |
| B3-R1-2 | \$92,713 | \$94,567 | \$96,458 |
| Advanced Assessment Point | | | |
| B3-R2-1 | \$94,567 | \$96,458 | \$98,387 |
| B3-R2-2 | \$96,458 | \$98,387 | \$100,355 |
| Promotion | | | |
| B4-R1-1 | \$98,977 | \$100,957 | \$102,976 |
| B4-R1-2 | \$100,956 | \$102,975 | \$105,035 |
| Advanced Assessment Point | | | |
| B4-R2-1 | \$102,975 | \$105,035 | \$107,136 |
| B4-R2-2 | \$106,612 | \$108,744 | \$110,919 |
| Promotion | | | |
| B5-R1-1 | \$116,608 | \$118,940 | \$121,319 |
| B5-R1-2 | \$122,438 | \$124,887 | \$127,385 |
| B5-R1-3 | \$128,268 | \$130,833 | \$133,450 |
| B5-R1-4 | \$134,099 | \$136,781 | \$139,517 |
| Promotion | | | |
| B6-R1-1 | \$137,531 | \$140,282 | \$143,088 |
| B6-R1-2 | \$144,408 | \$147,296 | \$150,242 |
| B6-R1-3 | \$151,284 | \$154,310 | \$157,396 |
| B6-R1-4 | \$158,161 | \$161,324 | \$164,550 |

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OPERATIVE DATE

These variations shall come into operation from the first full pay period to commence on or after 8 December 2011.



Tim Abey
Deputy President

4 April 2012