

T14133/2013

16 DEC 2013



**EDUCATION FACILITY
ATTENDANT SALARIES AND
CONDITIONS OF EMPLOYMENT
INDUSTRIAL AGREEMENT
2013**



1. TITLE

This Agreement shall be referred to as the Education Facility Attendant Salaries and Conditions of Employment Industrial Agreement 2013.

2. ARRANGEMENT

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3. APPLICATION

This Agreement shall apply in respect of the employment by the employer of Education Facility Attendants as defined in Clause 7 of this Agreement.

4. PARTIES BOUND

This Agreement shall be binding upon:

- i. The Minister administering the State Service Act 2000, hereinafter called “the employer”; and
- ii. United Voice, Tasmanian Branch.
- iii. All employees described in Clause 3.

5. DATE AND PERIOD OF OPERATION

This Agreement shall operate from the beginning of the first full pay period on or after 1 December 2013 and shall operate until 30 November 2016.



6. RELATIONSHIP TO THE AWARD

Employees covered by this Agreement are, except for this Agreement, subject to the Facility Attendants (Tasmanian State Service) Award. Where any inconsistency occurs between this Agreement and the Award, this Agreement shall prevail to the extent of the inconsistency.

7. CLASSIFICATION AND SALARY STRUCTURE

An employee appointed to a position will be paid the salary rate applicable to a level determined in accordance with the classification standards set out below.

Education Facility Attendant Level 1

PROVIDED that an employee has completed six months service at Level 1 shall progress to Level 2, subject to satisfactory performance and skills acquisition.

Level 1 Classification Standard:

This is the introductory training level.

An employee at this level will undertake training in school attendant duties which comprise cleaning, groundskeeping and/or kitchen assistant functions.

An employee at this level works under direct supervision.

Work routines, methods and procedures are well established.

Relevant training and/or experience determined between the parties appropriate to the nature of the work.

Education Facility Attendant Level 2

PROVIDED that an employee who has completed twelve months service on the wage rate prescribed for Level 2 shall progress to Level 3, subject to satisfactory performance and skills acquisition.

Level 2 Classification Standard:

An employee at this level performs routine cleaning, groundskeeping and/or kitchen assistant duties.

Works under direct supervision.

Exercises minimal judgement in deciding how tasks are performed.

Relevant training and/or experience determined between the parties appropriate to the nature of the work.



Education Facility Attendant Level 3

Level 3 Classification Standard:

An employee at this level performs routine cleaning, groundskeeping and/or kitchen assistant duties and, in addition to these duties, may undertake minor maintenance duties.

An employee at this level works under general supervision.

An employee at this level may supervise School Attendants Level 1 and 2.

Exercises judgement in deciding how tasks are performed.

Exercises good communication and interpersonal skills.

Relevant training and/or experience determined between the parties appropriate to the level of the work.

Education Facility Attendant Level 4

Level 4 Classification Standard:

An employee at this level performs the full range of cleaning, groundskeeping duties and/or kitchen assistant duties and, in addition, undertakes duties which contribute, at a high level, to the maintenance program of the school.

Under limited supervision, may supervise staff engaged in routine cleaning, groundskeeping and/or kitchen assistant duties.

An employee at this level exercises judgement in deciding how tasks are performed and exercises good communication and interpersonal skills.

Classification	Employment Status	FFPP on or after 1.12.2013	FFPP on or after 1.12.2014	FFPP on or after 1.12.2015
Attendant Level 1.1	Full-time	39063	40063	41063
Attendant Level 1.1	Part-time	42969	44069	45169
Attendant Level 1.1	Full-time working a shift commencing before 6.30am or finishing after 6.00pm	44922	46072	47222
Attendant Level 1.1	Full-time working a split or a shift finishing after 10.00pm	46876	48076	49276
Attendant Level 1.1	Part-time working a shift commencing before 6.30am or finishing after 6.00pm	49415	50680	51945
Attendant Level 1.1	Part-time working a split/broken shift or a shift finishing after 10.00pm	51563	52883	54203



Classification	Employment Status	FFPP on or after 1.12.2013	FFPP on or after 1.12.2014	FFPP on or after 1.12.2015
Attendant Level 1.2	Full-time	39649	40649	41649
Attendant Level 1.2	Part-time	43614	44714	45814
Attendant Level 1.2	Full-time working a shift commencing before 6.30am or finishing after 6.00pm	45596	46746	47896
Attendant Level 1.2	Full-time working a split or a shift finishing after 10.00pm	47579	48779	49979
Attendant Level 1.2	Part-time working a shift commencing before 6.30am or finishing after 6.00pm	50156	51421	52686
Attendant Level 1.2	Part-time working a split/broken shift or a shift finishing after 10.00pm	52337	53657	54977
Attendant Level 2	Full-time	41797	42797	43797
Attendant Level 2	Part-time	45977	47077	48177
Attendant Level 2	Full-time working a shift commencing before 6.30am or finishing after 6.00pm	48067	49217	50367
Attendant Level 2	Full-time working a split or a shift finishing after 10.00pm	50156	51356	52556
Attendant Level 2	Part-time working a shift commencing before 6.30am or finishing after 6.00pm	52873	54138	55403
Attendant Level 2	Part-time working a split/broken shift or a shift finishing after 10.00pm	55172	56492	57812
Attendant Level 3.1	Full-time	42575	43575	44575
Attendant Level 3.1	Part-time	46833	47933	49033
Attendant Level 3.1	Full-time working a shift commencing before 6.30am or finishing after 6.00pm	48961	50111	51261
Attendant Level 3.1	Full-time working a split or a shift finishing after 10.00pm	51090	52290	53490
Attendant Level 3.1	Part-time working a shift commencing before 6.30am or finishing after 6.00pm	53858	55123	56388
Attendant Level 3.1	Part-time working a split/broken shift or a shift finishing after 10.00pm	56200	57520	58840
Attendant Level 3.1 (second progression)	Full-time	44039	45264	46727
Attendant Level 3.1 (second progression)	Part-time	48443	49791	51400



Classification	Employment Status	FFPP on or after 1.12.2013	FFPP on or after 1.12.2014	FFPP on or after 1.12.2015
Attendant Level 3.1 (second progression)	Full-time working a shift commencing before 6.30am or finishing after 6.00pm	50645	52054	53736
Attendant Level 3.1 (second progression)	Full-time working a split or a shift finishing after 10.00pm	52847	54317	56072
Attendant Level 3.1 (second progression)	Part-time working a shift commencing before 6.30am or finishing after 6.00pm	55709	57260	59110
Attendant Level 3.1 (second progression)	Part-time working a split/broken shift or a shift finishing after 10.00pm	58132	59749	61680
Attendant Level 3.2 LH	Full-time	44426	45653	47120
Attendant Level 3.2 LH	Part-time	48869	50218	51832
Attendant Level 3.2 LH	Full-time working a shift commencing before 6.30am or finishing after 6.00pm	51090	52501	54188
Attendant Level 3.2 LH	Full-time working a split or a shift finishing after 10.00pm	53311	54784	56544
Attendant Level 3.2 LH	Part-time working a shift commencing before 6.30am or finishing after 6.00pm	56199	57751	59607
Attendant Level 3.2 LH	Part-time working a split/broken shift or a shift finishing after 10.00pm	58643	60262	62198
Attendant Level 4	Full-time	45608	46841	48319
Attendant Level 4	Part-time	50169	51525	53151
Attendant Level 4	Full-time working a shift commencing before 6.30am or finishing after 6.00pm	52449	53867	55567
Attendant Level 4	Full-time working a split or a shift finishing after 10.00pm	54730	56209	57983
Attendant Level 4	Part-time working a shift commencing before 6.30am or finishing after 6.00pm	57694	59254	61124
Attendant Level 4	Part-time working a split/broken shift or a shift finishing after 10.00pm	60203	61830	63781



8. ALLOWANCES

The following allowances from the Miscellaneous Workers (Public Sector) Award will be absorbed into the salary rates described in Clause 7 of this Agreement from the first full pay period on or after 1 December 2008.

- Height Allowance
- Washing Allowance
- Incinerator Allowance
- Steam Cleaning Allowance

Employees covered by this agreement may be paid a Trade Work Allowance in accordance with the conditions of Schedule 1.

9. PROTECTIVE CLOTHING ALLOWANCE

A single rate of protective clothing allowance will be paid to all EFAs in recognition that EFAs may be required to work flexibly, both inside and outside and across the three main areas of groundskeeping, cleaning and kitchen assistant as school needs require.

The single rate of the allowance will be a combination of the rates described in Clause 34 (vii)(i) and (ii) of the Award.

Provided that in circumstances where an EFA is unable to work outside (groundskeeping), the single rate of allowance is not payable. In these circumstances the allowance payable would be as per Clause 34 (vii) (i) of the Award only.

10. CALL BACK

Notwithstanding the provisions of Clause 11 – Call Back of the Award, by mutual agreement in writing between the employer and employee, employees may receive time-in-lieu of payment for call back and any time-in-lieu agreed will be at the call back rate equivalent.

If the time-in-lieu of payment has not been taken by the commencement of the following Term or at a time mutually agreed, payment will be made to the EFA in accordance with Clause 11 – Call Back of the Award and no time-in-lieu will apply.

11. SPLIT SHIFT ALLOWANCE

The split shift allowance will be \$6.60 per day.



12. NO EXTRA CLAIMS

The parties undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salaries or conditions of employment or any other matters covered by this Agreement.

13. NOT TO BE USED AS A PRECEDENT

This Agreement will not be used by either party as a precedent in any claims or negotiations dealing with employees not covered by this Agreement.



14. SIGNATURES

Signed for and on behalf of the Minister administering the State Service Act 2000


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Signature

.....
Manager, Industrial Relations
Position

.....
Witness
16/12/13
.....
Date

Signed for and on behalf of the United Voice, Tasmanian Branch


.....
Signature
Secretary - United Voice Tasmania
Position

.....
Witness
13/12/13 JESSICA SANDERS
.....
Date

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



Schedule I

Trade Work Allowance

A trade work allowance of \$20.00 per week (pro rata for part time employees) will be paid to employees covered by this agreement under the following conditions:

- The employee must be required by the School/Facility to regularly perform trade qualified work.
- The employee must be trade qualified.
- The allowance will only be paid where the cost of the allowance would not exceed what would otherwise be paid to engage a trade contractor.
- The allowance will be paid by the School through the SRP, or by the Facility for PY 10, however central approval is required before the allowance can be paid.
- The performance of trade work must not create an adverse impact on other employees included in the labour allocation.

