

The Department of Treasury and Finance
Compliance Inspectors Agreement 2016

Industrial Relations Act 1984

S55 Industrial Agreement



1. TITLE

This agreement shall be known as the *Department of Treasury and Finance Compliance Inspectors Agreement 2016*.

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 7.

3. ARRANGEMENT

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4. RELATIONSHIP TO THE RELEVANT AWARD AND AGREEMENT

This Agreement replaces the Department of Treasury and Finance Compliance Inspectors Agreement 2010 in its entirety.

This Agreement is to be read and applied in conjunction with the *Tasmanian State Service Award* and the *Public Sector Union Wages Agreement* as varied from time to time 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 4 weeks on or after the date of registration and will remain in force until the first full pay period on or after 30 June 2018.

6. DEFINITIONS

General Definitions

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

'Agreement' means the Department of Treasury and Finance Compliance Inspectors Agreement 2016.

'Base Salary' means the normal salary rate 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 arrangement on a full-time, part-time or irregular basis.

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

'Regular Out of Span of Hours' means work performed between 7pm Friday night until 2.00am on Saturday and between 9.00am on Saturday until midnight on Saturday.

7. HOURS OF WORK

The average ordinary hours of work of a full time 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 which includes regular out of span of hours work to meet operational requirements.

Employees in the northern and southern regions will work up to 450 hours per region per annum (commencing 1 July until 30 June the following year) of regular out of span of hours work.

The regular out of span of hours work will be equally distributed between three full time equivalent inspectors covered by the Agreement in the northern and southern compliance teams.

The planned regular out of span of hours work arrangements are to be developed at least two weeks in advance.

Employees working according to the regular out of span of hours work arrangements will be required to work 7.35 hours for each period.



8. 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 planned regular out of span of hours work arrangements and is given less than 48 hours notice of such change, then the Award overtime rates will apply to that work performed.

9. 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 regular out of span of hours work performed, as part of the regular out of span of hours work arrangements.

This loading is in lieu of the overtime provided under Part VI of the Award.

10. Payment of Overtime

Subject to clauses 7, 8 and 9 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.

11. 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.

12. 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 for each Compliance Inspector. If the circumstances change, the parties will meet to resolve the matter.

13. GRIEVANCE AND DISPUTE SETTLING PROCEDURES

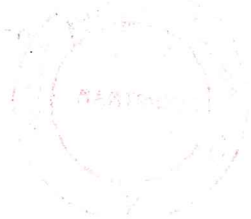
The grievance and dispute settling procedures are to be dealt with in accordance with Part XI – Consultation and Change: Grievance and Dispute Resolution of the Award.



14. 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.

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SIGNATURES TO THE AGREEMENT

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

Name: Frank Ogle, DSSMO
Signature: 
Date: 22/7/2016.

SIGNATURES TO THE AGREEMENT

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

Name: Tom Lynch, General Secretary
Signature: 
Date: 1/7/16

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

