

T14663 OF 2019



Industrial Relations Act 1984

s55 Industrial Agreement

ALLIED HEALTH PROFESSIONAL PUBLIC SECTOR UNIONS WAGES AGREEMENT 2018

Between the

Minister administering the **State Service Act 2000**

and the

Australian Education Union, Tasmanian Branch

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

Health Services Union, Tasmania Branch



1. TITLE

This Agreement shall be known as the **Allied Health Professionals Public Sector Unions Wages Agreement 2018**.

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3. PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000*; Australian Education Union, Tasmanian Branch; Community & Public Sector Union (State Public Services Federation Tasmania) Inc.; and the Health Services Union, Tasmania Branch.



4. APPLICATION

This Agreement is made in respect of employees covered by the Allied Health Professionals Public Sector Unions Wages Agreement 2016.

5. RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the relevant Awards, including the Health and Human Services (Tasmanian State Service) Award (HAHSA) and the Tasmanian State Service Award (TSSA), or any registered Agreement with the Minister administering the *State Service Act 2000*.

Parties to this agreement will not, during the life of this agreement, retire from the following related agreements:

- Allied Health Professionals Public Sector Unions Wages Agreement 2016 (No. 2);
- Allied Health Professionals Public Sector Unions Wages Agreement 2016;
- Allied Health Professionals (Tasmanian State Service) Agreement 2014; or
- Allied Health Professionals (Tasmanian State Service) Agreement 2012

6. DATE AND PERIOD OF OPERATION

This Agreement applies with effect from 1 July 2018 and will remain in force until 30 June 2019.

7. SALARY INCREASES

Salaries will increase as follows:

- (i) 2.1% per annum with effect from the first full pay period commencing on or after (ffppcoa) 1 December 2018;
- (ii) 0.25% per annum with effect from the ffppcoa date of registration.

Schedule 1 of this agreement sets out the annual rates of pay effective ffppcoa 1 December 2018 and ffppcoa date of registration for employees covered by the HAHSA.

Schedule 2 of this agreement sets out the annual rates of pay effective ffppcoa 1 December 2018 and ffppcoa date of registration for employees covered by the TSSA, excluding Forensic Scientists.

Schedule 3 of this agreement sets out the annual rates of pay effective ffppcoa 1 December 2018 and ffppcoa date of registration for employees employed as Forensic Scientists covered by the TSSA.



8. ONE-OFF PAYMENT

Following registration of this Agreement, a one-off payment will be made to employees ffppcoa date of registration as follows:

- (i) 0.15% of annual salary (pro rata) to employees earning less than a full-time equivalent base salary of \$80,000 as at the date of registration of this Agreement, following the 2.1% increase outlined within section 7 of this Agreement being applied to base salary, but prior to the 0.25% increase outlined within section 7 being applied to base salary.
- (ii) \$120 (pro rata) to employees earning a full-time equivalent base salary of \$80,000 or more as at the date of registration of this Agreement, following the 2.1% increase outlined within section 7 of this Agreement being applied to base salary, but prior to the 0.25% increase outlined within section 7 being applied to base salary.

9. NO EXTRA CLAIMS

The parties to this Agreement undertake that, for the period of operation of this agreement, they will not initiate any additional claims regarding salary or conditions of employment.



10. SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

Signed: Louise Mills

Name: LOUISE MILLS

Date: 12-8-19

SIGNED FOR AND ON BEHALF OF

Australian Education Union, Tasmanian Branch

Signed: Roz Madsen

Name: Roz Madsen

Date: 12.8.19



SIGNED FOR AND ON BEHALF OF

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



Signed:

Name: TOM LYNAA

Date: 12 AUGUST 2019

SIGNED FOR AND ON BEHALF OF

Health Services Union, Tasmania Branch



Signed:

Name: TIM JACOBSON

Date: 12/8/19



Schedule I – Salaries for Health and Human Services (Tasmanian State Service) Award employees covered by this agreement (as listed under Schedule I of the Allied Health Professionals PSUWA 2016)

Classification	Current	2.1% increase from FFPPCOOA 1 December 2018	One Off Payment	0.25% increase from FFPPCOOA from date of registration
AHP 1-1	\$55,144	\$56,302	\$84	\$56,443
AHP 1-2	\$58,442	\$59,669	\$90	\$59,818
AHP 1-3	\$62,105	\$63,409	\$95	\$63,568
AHP 1-4	\$65,834	\$67,217	\$101	\$67,385
AHP 1-5	\$69,558	\$71,019	\$107	\$71,197
AHP 2-1	\$73,285	\$74,824	\$112	\$75,011
AHP 2-2	\$77,010	\$78,627	\$118	\$78,824
AHP 2-3	\$80,734	\$82,429	\$120	\$82,635
AHP 2-4	\$84,468	\$86,242	\$120	\$86,458
AHP 2-5	\$88,192	\$90,044	\$120	\$90,269
AHP 2-6	\$89,412	\$91,290	\$120	\$91,518
AHP 3-2	\$88,192	\$90,044	\$120	\$90,269
AHP 3-3	\$91,922	\$93,852	\$120	\$94,087
AHP 3-4	\$94,742	\$96,732	\$120	\$96,974
AHP 3-5	\$95,996	\$98,012	\$120	\$98,257
AHP 3-5 Qual	\$98,170	\$100,232	\$120	\$100,483
AHP 4-2	\$101,858	\$103,997	\$120	\$104,257
AHP 4-3	\$104,339	\$106,530	\$120	\$106,796
AHP 4-4	\$105,641	\$107,859	\$120	\$108,129
AHP 4-4 Qual	\$108,496	\$110,774	\$120	\$111,051
AHP 5-1-1	\$118,439	\$120,926	\$120	\$121,228
AHP 5-1-2	\$119,811	\$122,327	\$120	\$122,633
AHP 5-2-1	\$123,408	\$126,000	\$120	\$126,315
AHP 5-2-2	\$124,805	\$127,426	\$120	\$127,745
AHP 5-3-1	\$127,133	\$129,803	\$120	\$130,128
AHP 5-3-2	\$128,549	\$131,249	\$120	\$131,577
AHP 5-4-1	\$130,863	\$133,611	\$120	\$133,945
AHP 5-4-2	\$132,297	\$135,075	\$120	\$135,413
AHP 6-1	\$140,798	\$143,755	\$120	\$144,114
AHP 6-2	\$142,283	\$145,271	\$120	\$145,634



Schedule 2 – Salaries for Tasmanian State Service Award employees covered by this agreement, excluding Forensic Scientists (as listed under Schedule 2 of the Allied Health Professionals PSUWA 2016)

Classification	Current	2.1% increase from FFPPCOOA 1 December 2018	One Off Payment	0.25% increase from FFPPCOOA from date of registration
AHP 1-1	\$55,853	\$57,026	\$86	\$57,169
AHP 1-2	\$59,197	\$60,440	\$91	\$60,591
AHP 1-3	\$62,942	\$64,264	\$96	\$64,425
AHP 1-4	\$66,722	\$68,123	\$102	\$68,293
AHP 1-5	\$70,496	\$71,976	\$108	\$72,156
ADVANCED ASSESSMENT POINT				
AHP 2-1	\$74,235	\$75,794	\$114	\$75,983
AHP 2-2	\$77,961	\$79,598	\$119	\$79,797
AHP 2-3	\$81,686	\$83,401	\$120	\$83,610
AHP 2-4	\$85,420	\$87,214	\$120	\$87,432
AHP 2-5	\$89,139	\$91,011	\$120	\$91,239
AHP 2-6	\$90,365	\$92,263	\$120	\$92,494
PROMOTION				
AHP 3-2	\$89,139	\$91,011	\$120	\$91,239
AHP 3-3	\$92,870	\$94,820	\$120	\$95,057
AHP 3-4	\$95,694	\$97,704	\$120	\$97,948
AHP 3-5	\$96,952	\$98,988	\$120	\$99,235
AHP 3-5 Qual	\$99,127	\$101,209	\$120	\$101,462
PROMOTION				
AHP 4-2	\$102,808	\$104,967	\$120	\$105,229
AHP 4-3	\$105,290	\$107,501	\$120	\$107,770
AHP 4-4	\$106,596	\$108,835	\$120	\$109,107
AHP 4-4 Qual	\$109,451	\$111,749	\$120	\$112,028
PROMOTION				
AHP 5-1-1	\$119,390	\$121,897	\$120	\$122,202
AHP 5-1-2	\$120,768	\$123,304	\$120	\$123,612
AHP 5-2-1	\$124,356	\$126,967	\$120	\$127,284
AHP 5-2-2	\$125,758	\$128,399	\$120	\$128,720
AHP 5-3-1	\$128,085	\$130,775	\$120	\$131,102
AHP 5-3-2	\$129,505	\$132,225	\$120	\$132,556
AHP 5-4-1	\$131,815	\$134,583	\$120	\$134,919
AHP 5-4-2	\$133,253	\$136,051	\$120	\$136,391
PROMOTION				
AHP 6-1	\$140,798	\$143,755	\$120	\$144,114
AHP 6-2	\$142,283	\$145,271	\$120	\$145,634



Schedule 3 – Salaries for Forensic Scientists

Classification	Current	2.1% increase from FFPPCOOA 1 December 2018	One Off Payment	0.25% increase from FFPPCOOA from date of registration
AHP 1-1	\$55,853	\$57,026	\$86	\$57,169
AHP 1-2	\$59,197	\$60,440	\$91	\$60,591
AHP 1-3	\$62,942	\$64,264	\$96	\$64,425
AHP 1-4	\$66,722	\$68,123	\$102	\$68,293
AHP 1-5	\$70,496	\$71,976	\$108	\$72,156
AHP 2-1	\$74,235	\$75,794	\$114	\$75,983
AHP 2-2	\$77,961	\$79,598	\$119	\$79,797
AHP 2-3	\$81,686	\$83,401	\$120	\$83,610
AHP 2-4	\$85,420	\$87,214	\$120	\$87,432
AHP 2-5	\$89,139	\$91,011	\$120	\$91,239
AHP 2-6	\$90,365	\$92,263	\$120	\$92,494
AHP 3-2	\$89,139	\$91,011	\$120	\$91,239
AHP 3-3	\$92,870	\$94,820	\$120	\$95,057
AHP 3-4	\$95,694	\$97,704	\$120	\$97,948
AHP 3-5	\$96,952	\$98,988	\$120	\$99,235
AHP 3-5 Qual	\$99,127	\$101,209	\$120	\$101,462
AHP 4-2	\$102,808	\$104,967	\$120	\$105,229
AHP 4-3	\$105,290	\$107,501	\$120	\$107,770
AHP 4-4	\$106,596	\$108,835	\$120	\$109,107
AHP 4-4 Qual	\$109,451	\$111,749	\$120	\$112,028
AHP 5-2	\$124,356	\$126,967	\$120	\$127,284
AHP 5-3	\$128,085	\$130,775	\$120	\$131,102
AHP 5-4	\$131,815	\$134,583	\$120	\$134,919
AHP 5-5	\$133,253	\$136,051	\$120	\$136,391



Schedule 4 – Purchased Leave Scheme Salaries for Schedule I

Classification	Current	2.1% increase from FFPPCOOA 1 December 2018	One Off Payment	0.25% increase from FFPPCOOA from date of registration
AHP 1-1	\$53,242	\$54,360	\$84	\$54,496
AHP 1-2	\$56,426	\$57,610	\$90	\$57,754
AHP 1-3	\$59,962	\$61,221	\$95	\$61,375
AHP 1-4	\$63,563	\$64,898	\$101	\$65,060
AHP 1-5	\$67,158	\$68,569	\$107	\$68,741
AHP 2-1	\$70,757	\$72,243	\$112	\$72,423
AHP 2-2	\$74,353	\$75,914	\$118	\$76,105
AHP 2-3	\$77,949	\$79,585	\$120	\$79,784
AHP 2-4	\$81,554	\$83,267	\$120	\$83,475
AHP 2-5	\$85,149	\$86,937	\$120	\$87,155
AHP 2-6	\$86,327	\$88,140	\$120	\$88,361
AHP 3-2	\$85,149	\$86,937	\$120	\$87,155
AHP 3-3	\$88,751	\$90,614	\$120	\$90,841
AHP 3-4	\$91,473	\$93,395	\$120	\$93,628
AHP 3-5	\$92,684	\$94,631	\$120	\$94,867
AHP 3-5 Qual	\$94,783	\$96,774	\$120	\$97,016
AHP 4-2	\$98,344	\$100,409	\$120	\$100,660
AHP 4-3	\$100,739	\$102,855	\$120	\$103,112
AHP 4-4	\$101,996	\$104,138	\$120	\$104,399
AHP 4-4 Qual	\$104,753	\$106,952	\$120	\$107,220
AHP 5-1-1	\$114,353	\$116,754	\$120	\$117,046
AHP 5-1-2	\$115,678	\$118,107	\$120	\$118,402
AHP 5-2-1	\$119,150	\$121,653	\$120	\$121,957
AHP 5-2-2	\$120,499	\$123,030	\$120	\$123,338
AHP 5-3-1	\$122,747	\$125,325	\$120	\$125,639
AHP 5-3-2	\$124,114	\$126,721	\$120	\$127,038
AHP 5-4-1	\$126,348	\$129,001	\$120	\$129,324
AHP 5-4-2	\$127,733	\$130,415	\$120	\$130,741
AHP 6-1	\$135,940	\$138,795	\$120	\$139,142
AHP 6-2	\$137,374	\$140,259	\$120	\$140,610



Schedule 5 – Purchased Leave Scheme Salaries for Schedule 2

Classification	Current	2.1% increase from FFPPCOOA 1 December 2018	One Off Payment	0.25% increase from FFPPCOOA from date of registration
AHP 1-1	\$53,926	\$55,059	\$86	\$55,197
AHP 1-2	\$57,155	\$58,355	\$91	\$58,501
AHP 1-3	\$60,771	\$62,047	\$96	\$62,202
AHP 1-4	\$64,420	\$65,773	\$102	\$65,937
AHP 1-5	\$68,064	\$69,493	\$108	\$69,667
ADVANCED ASSESSMENT POINT				
AHP 2-1	\$71,674	\$73,179	\$114	\$73,362
AHP 2-2	\$75,271	\$76,852	\$119	\$77,044
AHP 2-3	\$78,868	\$80,524	\$120	\$80,725
AHP 2-4	\$82,473	\$84,205	\$120	\$84,416
AHP 2-5	\$86,064	\$87,871	\$120	\$88,091
AHP 2-6	\$87,247	\$89,080	\$120	\$89,303
PROMOTION				
AHP 3-2	\$86,064	\$87,871	\$120	\$88,091
AHP 3-3	\$89,666	\$91,549	\$120	\$91,778
AHP 3-4	\$92,393	\$94,333	\$120	\$94,569
AHP 3-5	\$93,607	\$95,573	\$120	\$95,811
AHP 3-5 Qual	\$95,707	\$97,717	\$120	\$97,962
PROMOTION				
AHP 4-2	\$99,261	\$101,346	\$120	\$101,599
AHP 4-3	\$101,657	\$103,792	\$120	\$104,052
AHP 4-4	\$102,918	\$105,080	\$120	\$105,343
AHP 4-4 Qual	\$105,675	\$107,894	\$120	\$108,163
PROMOTION				
AHP 5-1-1	\$115,271	\$117,692	\$120	\$117,986
AHP 5-1-2	\$116,602	\$119,050	\$120	\$119,347
AHP 5-2-1	\$120,066	\$122,587	\$120	\$122,893
AHP 5-2-2	\$121,419	\$123,969	\$120	\$124,279
AHP 5-3-1	\$123,666	\$126,263	\$120	\$126,579
AHP 5-3-2	\$125,037	\$127,663	\$120	\$127,983
AHP 5-4-1	\$127,267	\$129,940	\$120	\$130,264
AHP 5-4-2	\$128,656	\$131,357	\$120	\$131,686
PROMOTION				
AHP 6-1	\$135,940	\$138,795	\$120	\$139,142
AHP 6-2	\$137,374	\$140,259	\$120	\$140,610



Schedule 6 – Purchased Leave Scheme Salaries for Schedule 3

Classification	Current	2.1% increase from FFPPCOOA 1 December 2018	One Off Payment	0.25% increase from FFPPCOOA from date of registration
AHP 1-1	\$53,926	\$55,059	\$86	\$55,197
AHP 1-2	\$57,155	\$58,355	\$91	\$58,501
AHP 1-3	\$60,771	\$62,047	\$96	\$62,202
AHP 1-4	\$64,420	\$65,773	\$102	\$65,937
AHP 1-5	\$68,064	\$69,493	\$108	\$69,667
AHP 2-1	\$71,674	\$73,179	\$114	\$73,362
AHP 2-2	\$75,271	\$76,852	\$119	\$77,044
AHP 2-3	\$78,868	\$80,524	\$120	\$80,725
AHP 2-4	\$82,473	\$84,205	\$120	\$84,416
AHP 2-5	\$86,064	\$87,871	\$120	\$88,091
AHP 2-6	\$87,247	\$89,080	\$120	\$89,303
AHP 3-2	\$86,064	\$87,871	\$120	\$88,091
AHP 3-3	\$89,666	\$91,549	\$120	\$91,778
AHP 3-4	\$92,393	\$94,333	\$120	\$94,569
AHP 3-5	\$93,607	\$95,573	\$120	\$95,811
AHP 3-5 Qual	\$95,707	\$97,717	\$120	\$97,962
AHP 4-2	\$99,261	\$101,346	\$120	\$101,599
AHP 4-3	\$101,657	\$103,792	\$120	\$104,052
AHP 4-4	\$102,918	\$105,080	\$120	\$105,343
AHP 4-4 Qual	\$105,675	\$107,894	\$120	\$108,163
AHP 5-2	\$120,066	\$122,587	\$120	\$122,893
AHP 5-3	\$123,666	\$126,263	\$120	\$126,579
AHP 5-4	\$127,267	\$129,940	\$120	\$130,264
AHP 5-5	\$128,656	\$131,357	\$120	\$131,686

