

## **TASMANIAN INDUSTRIAL COMMISSION**

### **Industrial Relations Act 1984**

s55(2) application for approval of an industrial agreement

### **Commissioner of Police**

(T14854 of 2021)

and

### **The Police Association of Tasmania**

## **POLICE OFFICERS DOMESTIC HOTEL QUARANTINE AGREEMENT 2021**

DEPUTY PRESIDENT N ELLIS

HOBART, 30 JULY 2021

**Industrial agreement – application approved – agreement operative from 8 January 2021 and will remain in force until 31 October 2021 - forwarded to registrar for registration**

### **DECISION**

**[1]** On 21 July 2021, the Commissioner of Police lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act 1984* (the Act), the Police Officers Domestic Hotel Quarantine Agreement 2021 (the Agreement).

**[2]** At the hearing in Hobart on 28 July 2021, Alice Van Galen appeared for the Commissioner of Police (COP) and Mark Kadziolka appeared for the Police Association Tasmania (PAT).

**[3]** The Agreement provides for a monetary allowance for employees engaged in the Domestic Hotel Quarantine (DHQ) program. The employees covered by the Agreement, being those employees covered by the Police Award and relevant Agreements who are undertaking duties on or after 8 January 2021 at a Domestic Hotel Quarantine site (as defined in clause 3.2).

**[4]** Employees covered by this Agreement will continue to be paid in accordance with their respective awards and agreements, while undertaking duties at a quarantine site. An employee who is undertaking duties at a quarantine site will not be disadvantaged as a result of undertaking those duties. This includes the continuation of the payment of allowances normally paid. If the hours worked at the DHQ site are less than their usual hours, the employee will be paid for their usual hours. An employee covered by this Agreement will also continue to be paid the allowance and their usual hours if they are self isolating while awaiting a COVID - 19 test result. If an employee tests positive for COVID - 19 they will continue to be paid the allowance and their usual hours until they are no longer required to be in isolation.

**[5]** Employees engaged in work at a quarantine site will be paid the allowance of \$150.00 per day. The reference to per day includes any work over a 24 hour period including reference to a shift or day work. The allowance continues to be paid on weekends, Holidays with Pay or periods of sick leave or carers leave during the period of engagement. The DHQ allowance will continue to be paid for a period of 14 calendar days after the employees engagement at the DHQ site is concluded, in recognition that the employee is still subject to social restrictions during this time. The Agreement provides for cases where an employee has a break in their engagement and also for cases where an employee tests positive for COVID – 19.

**[6]** This clause establishes the DHQ Allowance for employees who undertake duties at a DHQ site, in recognition of the social restrictions and risk reduction measures as advised by Public Health when not undertaking duties.

**[7]** Mr Kadziolka, on behalf of PAT commended the Agreement for approval.

**[8]** The parties submitted that the Agreement was in the public interest and that there was genuine consent to it and that no persons affected by the Agreement are disadvantaged.

**[9]** I am satisfied that the agreement is consistent with the public interest requirements of the Act, does not disadvantage the employees concerned, and the term of the agreement does not exceed 5 years.

**[10]** Pursuant to s55(4) the agreement is approved with an operative date from 8 January 2021 and will remain in force until 31 October 2021. The file will now be referred to the Registrar for registration of the Agreement in accordance with the requirements of s56(1) of the Act.



Neroli Ellis  
**Deputy President**

**Appearances:**

A Van Galen for Commissioner of Police  
M Kadziolka for Police Association of Tasmania

**Date and place of hearing:**

2021  
28 July  
Hobart