

**EDUCATION FACILITY
ATTENDANT SALARIES AND
CONDITIONS OF EMPLOYMENT
INDUSTRIAL AGREEMENT
2011**



1. TITLE

This Agreement shall be referred to as the Education Facility Attendants Salaries and Conditions of Employment Industrial Agreement 2011.

2. ARRANGEMENT

Clause	Clause No.	Page No.
Title	1	1
Arrangement	2	1
Application	3	2
Parties Bound	4	2
Date and Period of Operation	5	2
Relationship to the Award	6	2
Classification and Wage Structure	7	2
Allowances	8	8
Protective Clothing Allowance	9	8
Split Shift Allowance	10	9
Communicable Diseases Leave	11	9
No Extra Claims	12	9
Not to be Used as a Precedent	13	9
Signatures	14	10
Schedule 1		11



3. APPLICATION

This Agreement shall apply in respect of the employment by the employer of Education Facility Attendants performing work defined in Clause 7 of the Miscellaneous Workers (Tasmanian Public Sector) Award.

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 Tasmania.

5. DATE AND PERIOD OF OPERATION

This Agreement shall operate from the beginning of the first full pay period on or after 1 December 2011 and shall operate until 30 June 2013.

6. RELATIONSHIP TO THE AWARD

Employees covered by this Agreement are, except for this Agreement, subject to the Miscellaneous Workers (Tasmanian Public Sector) Award. Where any inconsistency occurs between this Agreement and the Award, or other registered Agreement, this Agreement shall prevail to the extent of the inconsistency.

7. CLASSIFICATION AND WAGE STRUCTURE

An employee whose duties are described by the following classification standards will be paid the salary rate applicable to the relevant classification level.

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 education facility 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 may, in addition to these duties, 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 1st Dec 2011	FFPP on or after 1st Dec 2012
Attendant Level 1.1 (on commencement)	Full-time	\$37063	\$38063
Attendant Level 1.1 (on commencement)	Part-time	\$40769	\$41869
Attendant Level 1.1 (on commencement)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$42622	\$43772
Attendant Level 1.1 (on commencement)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$44476	\$45676
Attendant Level 1.1 (on commencement)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$46885	\$48150
Attendant Level 1.1 (on commencement)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$48923	\$50243



Attendant Level 1.2 (after 3 months employment)	Full-time	\$37649	\$38649
Attendant Level 1.2 (after 3 months employment)	Part-time	\$41414	\$42514
Attendant Level 1.2 (after 3 months employment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$43296	\$44446
Attendant Level 1.2 (after 3 months employment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$45179	\$46379
Attendant Level 1.2 (after 3 months employment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$47626	\$48891
Attendant Level 1.2 (after 3 months employment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$49697	\$51017
Attendant Level 2 (after 6 months employment)	Full-time	\$39797	\$40797
Attendant Level 2 (after 6 months employment)	Part-time	\$43777	\$44877
Attendant Level 2 (after 6 months employment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$45767	\$46917
Attendant Level 2 (after 6 months employment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$47756	\$48956
Attendant Level 2 (after 6 months employment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$50343	\$51608



Attendant Level 2 (after 6 months employment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$52532	\$53852
Attendant Level 3.1 (after 18 months employment)	Full-time	\$40575	41575
Attendant Level 3.1 (after 18 months employment)	Part-time	\$44633	45733
Attendant Level 3.1 (after 18 months employment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$46661	47811
Attendant Level 3.1 (after 18 months employment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$48690	49890
Attendant Level 3.1 (after 18 months employment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	51327	52592
Attendant Level 3.1 (after 18 months employment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	53559	54879
Attendant Level 3.1 (after 30 months employment)	Full-time	\$42039	\$43039
Attendant Level 3.1 (after 30 months employment)	Part-time	\$46243	\$47343
Attendant Level 3.1 (after 30 months employment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$48345	\$49495
Attendant Level 3.1 (after 30 months employment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$50447	\$51647



Attendant Level 3.1 (after 30 months employment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$53179	\$54444
Attendant Level 3.1 (after 30 months employment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$55491	\$56811
Attendant Level 3.2 LH(after 30 months employment)	Full-time	\$42426	\$43426
Attendant Level 3.2 LH(after 30 months employment)	Part-time	\$46669	\$47769
Attendant Level 3.2 LH(after 30 months employment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$48790	\$49940
Attendant Level 3.2 LH(after 30 months employment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$50911	\$52111
Attendant Level 3.2 LH (after 30 months employment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	53669	\$54934
Attendant Level 3.2 LH (after 30 months employment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	56002	\$57322
Attendant Level 4 (on appointment)	Full-time	\$43608	\$44608
Attendant Level 4 (on appointment)	Part-time	\$47969	\$49069
Attendant Level 4 (on appointment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$50149	\$51299
Attendant Level 4 (on appointment)	Full-time working a split/broken shift or a shift	\$52330	\$53530



	finishing after 10.00 pm		
Attendant Level 4 (on appointment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	55164	\$56429
Attendant Level 4 (on appointment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	57563	\$58883

The annualised salaries set out above are derived from:

- (a) For day workers, multiplying the weekly rate by 52; or
- (b) For shift workers, (including a broken or split shift), by calculating the relevant penalty as a dollar amount of the weekly rate and then adding this amount to the weekly rate and multiplying the resultant figure by 52.

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 I.

9. PROTECTIVE CLOTHING ALLOWANCE

The allowance as per sub clauses (a) and (b) of Attachment B of the Miscellaneous Workers (Public Sector) Award shall be \$380.97 and \$59.00 per annum respectively .



10. SPLIT SHIFT ALLOWANCE

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

11. COMMUNICABLE DISEASES LEAVE

The provisions of communicable diseases leave as per Ministerial Direction No. 3 shall apply to employees covered by this Agreement.

12. NO EXTRA CLAIMS

The parties undertake that, for the life of this Agreement, they will not make any additional claims relating to any matter included in 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

.....
Signature
.....
Position
.....
Witness
.....
Date

Signed for and on behalf of United Voice Tasmania

.....
Signature
.....
Branch Secretary
.....
Position
.....
Peter Tullgren
.....
Witness
.....
4 April 2012
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.

