T14404 OF 2016

Industrial Relations Act 1984 s55 Industrial Agreement

Tasmanian Health Service – Southern Region Microbiology Laboratory Agreement 2016

Between the

Minister Administering the State Service Act 2000

and the

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

&

Health Services Union, Tasmania Branch



1. TITLE

This Agreement is titled the *Tasmanian Health Service – Southern Region Microbiology Laboratory Agreement 2016.*

2. ARRANGEMENT

- 1. Title
- 2. Arrangement
- 3. Application
- 4. Relationship to the Award
- 5. Date and Period of Operation
- 6. Hours of Work
- 7. Variation of Hours
- 8. Availability and Recall
- 9. Extra Leave
- 10. After Hours Work
- 11. Signatories

3. APPLICATION

This Agreement is made between the Minister Administering the State Service Act 2000, the Community and Public Sector Union (State Public Services Federation Tasmania) Inc. and the Health Services Union, Tasmania Branch and applies to scientific and technical employees employed under the Health and Human Services (Tasmanian State Service) Award ("the Award"), in the Microbiology Unit at the Royal Hobart Hospital.

4. RELATIONSHIP TO THE AWARD

Where any inconsistency occurs between this Agreement and the relevant Award, the Health and Human Services (Tasmanian State Service) Award, or any registered Agreement with the Minister administering the State Service Act 2000, this Agreement shall prevail to the extent of the inconsistency.

5. DATE AND PERIOD OF OPERATION

This Agreement has effect from the date of registration and will remain in force until the 30th June 2018.

6. HOURS OF WORK

- (a) Monday-Friday day work
 - (i) The ordinary hours of work are 8.6 hours on weekdays between the hours of 7am and 7 pm which includes an unpaid meal break of 1 hour.

(ii) Work outside these hours is paid at time and a half for the first two (2) hours and double time for all hours thereafter.

(b) Monday-Friday afternoon work

- (i) The ordinary hours of work are 8.1 hours from 11am until 7pm. This includes a 25 minute unpaid meal break. A 15% loading is payable for this work.
- (ii) Work outside these hours is paid at time and a half for the first two (2) hours and double time for all hours thereafter.
- (c) Week-end and Holiday with Pay work

 The ordinary hours of work are 7.6 hours from 8.30am until 4.06pm for Saturdays, Sundays and Holidays with Pay. This includes a 25 minute paid meal break. Time and a half is payable for Saturday work. Double time is payable for Sunday work. Double time and a half is payable for a Holiday with Pay work consistent with sub-clauses (d) (iii) & (iv).
- (d) (i) Work outside the hours specified in sub-clause (c) above for a Saturday is paid at time and a half for the first two (2) hours and double time for all hours thereafter.
 - (ii) Work outside the hours specified in sub-clause (c) above on a Sunday is paid at double time for all hours worked.
 - (iii) Work within the span of hours specified in sub-clause (c) above, on a Holiday with Pay, is paid time and a half for all hours worked, the payment of which is in addition to the ordinary time payable for a Holiday with Pay.
 - (iv) Work outside the span of hours specified in sub-clause (c) above, on a Holiday with Pay, is paid at double time and a half for all hours worked.

VARIATION OF HOURS

The start and finish times of work specified in Clause 6 may be altered only by the mutual agreement of all parties to this Agreement.

8. AVAILABILITY & RECALL



(a) The provisions of the Award at Part VII, Clause 6, Availability and Recall prescribe the payments that apply to employees available for recall and employees recalled to work.

9. ADDITIONAL RECREATION LEAVE

- (a) A fulltime employee who is employed as a day work employee (excluding a casual employee) according to this Agreement who is required to work their ordinary hours on not less than 10 Saturdays and 10 Sundays during any one leave year is to receive an additional 38 hours of recreation leave.
- (b) Consistent with sub-clause (a) of this clause, a part-time employee is entitled to additional recreation leave in direct proportion of their full time equivalence and the number of Saturdays and Sundays on which they are required to work their ordinary hours during any one leave year. For example, a part-time employee at 0.5 FTE and who worked least 5 Saturdays and 5 Sundays in any one leave year would be entitled to 19 hours of additional recreation leave.

10. AFTER HOURS WORK

Consistent with current custom and practice employees who are rostered to be on-call for after-hours work and who are required to perform work outside the normal operating hours of the Microbiology Laboratory a car parking space will be provided by the employer for use between the hours of 7pm and 7am Monday to Friday and 4pm and 7.00 am on Saturdays, Sundays and Holidays with Pay.

11. SIGNATORIES

SIGNED FOR AND ON BEHALF OF The Minister administering the State Service Act 2000

Signed:

Name:

Frank Ogle

Date:

8th April 2016



SIGNED FOR AND ON BEHALF OF Community and Public Sector Union (State Public Services Federation Tasmania) Inc.

Signed:	Ay.
Name:	Tom Lynas General Secretory
Date:	31.3.16
	OR AND ON BEHALF OF rvices Union, Tasmania Branch
Signed:	
Name:	KIM JACOBSON STORE SECRETARY
Date:	1/4/16.

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