

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s23 application for award or variation of award

The Minister administering the State Service Act 2000
(T13893 of 2012)

DEPUTY PRESIDENT TIM ABEY

Award variation - salaries - consent order issued

HEALTH AND HUMAN SERVICES (TASMANIAN STATE SERVICE) AWARD

ORDER BY CONSENT -

No. 1 of 2012

The **HEALTH AND HUMAN SERVICES (TASMANIAN STATE SERVICE) AWARD** is varied in the following manner:

(1) By deleting from Part II- SALARIES AND RELATED MATTERS existing Clause 3 - Salaries and inserting in lieu thereof the following:

"3. SALARIES

An employee appointed or promoted to a classification band prescribed by this award is to, subject to satisfying the prescribed requirements, be paid the salary rate determined for the relevant classification.

- (a) Salaries for the General Stream (except for Health Services Officers)
- (i) The salary increases for employees translating to the new General Stream under this award are:
- (1) Increase of 4.0% effective the first full pay period commencing on or after 30 November 2008, comprising:
 - (A) Annual Increase of 3.5%; and
 - (B) Structural Realignment Increase of 0.5%.
 - (2) Structural Adjustment Increase of 1.5% effective the first full pay period commencing on or after 8 March 2009.
 - (3) Annual Increase of 3.5% effective the first full pay period commencing on or after 29 November 2009.
 - (4) Annual Increase of 3.5% effective the first full pay period commencing on or after 28 November 2010.
 - (5) Structural Adjustment Increase of 2.0% effective the first full pay period commencing on or after 6 March 2011.
 - (6) Annual Increase of \$1000.00 per annum or 2.0% per annum effective the first full pay period commencing on or after 1 December 2011.
 - (7) Annual Increase of \$1000.00 per annum or 2.0% per annum effective the first full pay period commencing on or after 13 December 2012.
- (ii) The following tables show the application of the increases set out in paragraph (i) above to salaries for employees in the General Stream (except for Health Services Officers):

General Stream for Band 1 to Band 3 (except for Health Services Officers):

	<u>Salary</u> <u>3/03/11</u>	<u>Salary</u> <u>1/12/11</u>	<u>Salary</u> <u>13/12/12</u>
<u>Band</u>	<u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>	<u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>	<u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>
B1-R1-1	\$35,165	\$36,165	\$37,165
B1-R1-2	\$36,630	\$37,630	\$38,630
B1-R1-3	\$38,093	\$39,093	\$40,093
B1-R1-4	\$38,286	\$39,286	\$40,286
Advancement Assessment Point / Entry			
B1-R2-1	\$39,556	\$40,556	\$41,556
B1-R2-2	\$41,018	\$42,018	\$43,018
B1-R2-3	\$42,602	\$43,602	\$44,602
B1-R2-4	\$43,710	\$44,710	\$45,710
Promotion			
B2-R1-1	\$45,265	\$46,265	\$47,265
B2-R1-2	\$46,183	\$47,183	\$48,183
B2-R1-3	\$47,113	\$48,113	\$49,113
B2-R1-4	\$48,075	\$49,075	\$50,075
B2-R1-5	\$49,325	\$50,325	\$51,332
Promotion			
B3-R1-1	\$51,137	\$52,160	\$53,203
B3-R1-2	\$52,184	\$53,228	\$54,293
B3-R1-3	\$53,225	\$54,290	\$55,376
B3-R1-4	\$54,254	\$55,339	\$56,446
B3-R1-5	\$55,664	\$56,777	\$57,913
Promotion			

General Stream for Band 4 to Band 6 (except for Health Services Officers):

	<u>Salary</u> <u>3/03/11</u>	<u>Salary</u> <u>1/12/11</u>	<u>Salary</u> <u>13/12/12</u>
<u>Band</u>	<u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>	<u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>	<u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>
B4-R1-1	\$57,401	\$58,549	\$59,720
B4-R1-2	\$58,445	\$59,614	\$60,806
B4-R1-3	\$59,965	\$61,164	\$62,387
Advancement Assessment Point			
B4-R2-1	\$61,577	\$62,809	\$64,065
B4-R2-2	\$62,619	\$63,871	\$65,148
B4-R2-3	\$64,247	\$65,532	\$66,843
B4-R2-4	\$66,374	\$67,701	\$69,055
Promotion			
B5-R1-1	\$68,882	\$70,260	\$71,665
B5-R1-2	\$70,260	\$71,665	\$73,098
B5-R1-3	\$72,023	\$73,463	\$74,932
Promotion			
B6-R1-1	\$75,145	\$76,648	\$78,181
B6-R1-2	\$77,234	\$78,779	\$80,355
B6-R1-3	\$78,779	\$80,355	\$81,962
Advancement Assessment Point			
B6-R2-1	\$81,399	\$83,027	\$84,688
B6-R2-2	\$83,489	\$85,159	\$86,862
B6-R2-3	\$85,000	\$86,700	\$88,434
B6-R2-4	\$86,530	\$88,261	\$90,026
Promotion			

General Stream for Band 7 to Band 10 (except for Health Services Officers):

	<u>Salary</u> <u>3/03/11</u>	<u>Salary</u> <u>1/12/11</u>	<u>Salary</u> <u>13/12/12</u>
<u>Band</u>	<u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>	<u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>	<u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>
B7-R1-1	\$89,420	\$91,208	\$93,032
B7-R1-2	\$91,844	\$93,681	\$95,555
Advancement Assessment Point			
B7-R2-1	\$93,681	\$95,555	\$97,466
B7-R2-2	\$95,555	\$97,466	\$99,415
Promotion			
B8-R1-1	\$98,105	\$100,067	\$102,068
B8-R1-2	\$100,067	\$102,068	\$104,109
Advanced Assessment Point			
B8-R2-1	\$102,068	\$104,109	\$106,191
B8-R2-2	\$105,650	\$107,763	\$109,918
Promotion			
B9-R1-1	\$116,608	\$118,940	\$121,319
B9-R1-2	\$122,438	\$124,887	\$127,385
B9-R1-3	\$128,268	\$130,833	\$133,450
B9-R1-4	\$134,099	\$136,781	\$139,517
Promotion			
B10-R1-1	\$137,531	\$140,282	\$143,088
B10-R1-2	\$144,408	\$147,296	\$150,242
B10-R1-3	\$151,284	\$154,310	\$157,396
B10-R1-4	\$158,161	\$161,324	\$164,550

(b) Salaries for Health Services Officers

- (i) The salary increases for employees translating to the new General Stream as a Health Services Officer under this award are:
- (1) Increase of 4.0% effective the first full pay period commencing on or after 30 November 2008, comprising:
 - (A) Annual Increase of 3.5%; and
 - (B) Structural Realignment Increase of 0.5%.
 - (2) Structural Adjustment Increase of 1.5% effective the first full pay period commencing on or after 8 March 2009.
 - (3) Annual Increase of 3.5% effective the first full pay period commencing on or after 29 November 2009.
 - (4) Annual Increase of 3.5% effective the first full pay period commencing on or after 28 November 2010.
 - (5) Structural Adjustment Increase of 2.0% effective the first full pay period commencing on or after 6 March 2011.
 - (6) Annual Increase of \$1000.00 per annum or 2.0% per annum effective the first full pay period commencing on or after 1 December 2011.
 - (7) Annual Increase of \$1000.00 per annum or 2.0% per annum effective the first full pay period commencing on or after 13 December 2012.
- (ii) The following tables show the application of the increases set out in paragraph (i) above to salaries for employees in the General Stream for Health Services Officers:

Health Services Officer Bands 1 to Band 5:

<u>Band</u>	<u>Salary</u> <u>3/03/11</u> <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>	<u>Salary</u> <u>1/12/11</u> <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>	<u>Salary</u> <u>13/12/12</u> <u>Increase</u> <u>2.0%</u> <u>(ffpp)</u>
HSO Level 1-1 (traineeship)	\$35,165	\$36,165	\$37,165
HSO Level 1-2 (traineeship)	\$36,575	\$37,575	\$38,575
HSO Level 1-3 (traineeship)	\$37,664	\$38,664	\$39,664
Advancement to level dependent on qualifications			
HSO Level 2-1	\$38,286	\$39,286	\$40,286
HSO Level 2-2	\$38,777	\$39,777	\$40,777
HSO Level 2-3	\$39,287	\$40,287	\$41,287
HSO Level 2-4	\$40,027	\$41,027	\$42,027
Promotion			
HSO Level 3-1	\$40,625	\$41,625	\$42,625
HSO Level 3-2	\$41,102	\$42,102	\$43,102
HSO Level 3-3	\$41,601	\$42,601	\$43,601
Promotion			
HSO Level 4-1	\$42,602	\$43,602	\$44,602
HSO Level 4-2	\$43,227	\$44,227	\$45,227
HSO Level 4-3	\$44,672	\$45,672	\$46,672
Promotion			
HSO Level 5-1	\$46,183	\$47,183	\$48,183
HSO Level 5-2	\$47,113	\$48,113	\$49,113
HSO Level 5-3	\$48,074	\$49,074	\$50,074
HSO Level 5-4	\$49,324	\$50,324	\$51,330
SEE GENERAL STREEM FOR PROMOTION BEYOND THIS POINT			

OPERATIVE DATE

These variations shall come into operation from the first full pay period to commence on or after 1 December 2011.



Tim Abey
Deputy President

4 April 2012