

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s.23 application for award or variation of award

Minister administering the State Service Act 2000

(T14764 of 2020)

NURSES AND MIDWIVES (TASMANIAN STATE SERVICE) AWARD

PRESIDENT D J BARCLAY

HOBART, 20 MAY 2020

Award variation - wage and other related allowances – superannuation – personal leave modernisation – parental and other leave increases - consent application - consent order issued

DECISION

[1] On 27 April 2020, the Minister administering the *State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to section 23 of the *Industrial Relations Act 1984* (the Act), an application to vary the Nurses and Midwives (Tasmanian State Service) Award

[2] At the hearing in Hobart on 15 May 2020, Ms Lucy Ross appeared for MASSA, Mr Lucas Digney appeared for the Health Services Union, Tasmania Branch (HSU), and Ms Caroline Saint and Ms Emily Shepherd appeared for the Australian Nursing and Midwifery Federation (Tasmanian Branch) (ANMF).

[3] The variations to the award are as a result of extensive negotiations over a significant period of time.

[4] The variations are in line with variations to other Awards with which I have dealt over the past few months. The more significant variations provide for the payment of superannuation contributions while employees are on parental leave and whilst on workers compensation. There is an increase in the amount of parental leave. The Award now also provides for cashing out of recreational leave. The variations also effect allowances such as meal allowances, In Charge Shift Allowances and rural and remote allowances.

[5] The parties submitted that the variations sought do not offend the public interest, do not disadvantage those employees covered by the Award and recommended the variations to the Commission.

[6] I accept the submissions of the parties. The application for variation is granted. Save and except for clause 8 of Part III and clause 2 of Part VI the variations are operative from 15 May 2020. The variations to clause 8 of Part III and clause 2 of Part VI are effective from the first full pay period on or after 1 December 2019.

[7] An order reflecting this decision is to follow.



D J Barclay
PRESIDENT

Appearances:

Mr L Ross for MASSA
Mr L Digney for HSU
Ms C Saint and E Shepherd for ANMF

Date and place of hearing:

2020
15 May
HOBART