

## **TASMANIAN INDUSTRIAL COMMISSION**

*Industrial Relations Act 1984*

s 23(1) application for award or variation of award

**The Minister administering the State Service Act 2000**  
(T14821 of 2020)

### **NURSES AND MIDWIVES (TASMANIAN STATE SERVICE) AWARD AMBULANCE TASMANIA AWARD**

DEPUTY PRESIDENT N ELLIS

HOBART, 4 FEBRUARY 2021

**Award variation – allowances - hours of work and overtime – salaries and related matters, superannuation – leave - holidays with pay - operative date from the first full pay period on or after 1 July 2020.**

#### **DECISION**

**[1]** On 22 December 2021, the Minister administering *the State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to section 23(1) of the *Industrial Relations Act 1984*, an application to vary the Nurses and Midwives (Tasmanian State Service) Award and the Ambulance Tasmania Award.

**[2]** At the hearing on 3 February 2021, Ms Alice van Galen appeared on behalf of MASSA, Ms Caroline Saint appeared on behalf of the Australian Nursing and Midwifery Federation (Tasmanian Branch) (ANMF), and Mr James Eddington appeared on behalf the Health Services Union, Tasmania Branch (HSU). The parties filed written submissions.

**[3]** The variations to both the Awards include replacement of the respective salary tables and an increase to the wage related allowances in line with salary increases from the 2019-2020 financial year.

**[4]** The Awards contain a mechanism to increase all monetary allowances, and the percentage increase for both Awards is 2.55%, the increase for the preceding year.

**[5]** The following allowances in the Nurses and Midwives (Tasmanian State Service) Award were increased: In Charge of Shift, Lead Apron, Professional Development, Preceptor Allowance, Rural and Remote Professional Development and the On Call allowance.

**[6]** The changes to the Parental Leave and Superannuation clauses correct a cross reference error.

**[7]** The following allowances in the Ambulance Tasmania Award were increased: Paramedic Specialist Allowance and Availability and Recall Allowance.

[8] ANMF and HSU filed written submissions supporting the approval of the variation of the respective Awards. All parties submitted the variation sought does not offend the public interest, does not disadvantage those employees covered by the Award and recommended the variation to the Commission

[9] I am satisfied that the variation is with the genuine consent of the parties, in the public interest and that no employees are disadvantaged.

[10] The application is granted and pursuant to ss 24 and 36 of the Act the Award is varied in accordance with the application. The variations effected are operative from the first full pay period on or after 1 July 2020.

[11] An order reflecting this decision will follow.



**Appearances:**

Ms Alice van Galen for MASSA  
Ms Caroline Saint for ANMF  
Mr James Eddington for HSU

**Date and place of hearing:**

2021  
3 February  
HOBART