

T14996 OF 2022



Industrial Relations Act 1984
s55 Industrial Agreement

DENTAL OFFICERS AGREEMENT 2022

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 shall be known as the Dental Officers Agreement 2022.

2 INDEX

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3 APPLICATION

This Agreement is made in respect of employees occupying positions classified in accordance with Appendix 11 of the Health and Human Services (Tasmanian State Service) Award.

4 DATE AND PERIOD OF OPERATION

- 4.1 This Agreement cancels and replaces the Dental Officers Industrial Agreement 2019 which was registered on 23 March 2020.
- 4.2 This Agreement applies with effect from 1 July 2022 and will remain in force until 30 June 2025.
- 4.3 The parties agree to commence negotiations for a replacement agreement on or before 1 November 2024.

5 PARTIES BOUND

This Agreement is 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.

6 RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Health and Human Services (Tasmanian State Service) Award, or any registered Agreement with the Minister administering the *State Service Act 2000*.

7 SALARY INCREASES

- 7.1 Salaries will increase as follows:
 - (i) 3.5 percent per annum with effect from the first full pay period commencing on or after (ffppcoa) 1 December 2022.
 - (ii) 3 percent per annum with effect from the ffppcoa 1 December 2023.
 - (iii) 3 percent per annum with effect from the ffppcoa 1 December 2024.



- 7.2 All employees covered by this Agreement receive a flat rate \$1,000 cost of living increase to the base salaries in Schedule 1 of this Agreement effective ffppcooa 1 December 2022, to apply prior to the percentage increase outlined in Clause 7.1(i).
- 7.3 Schedule 1 of this Agreement sets out the annual rates of pay effective ffppcooa 1 December 2022, ffppcooa 1 December 2023, and ffppcooa 1 December 2024.
- 7.4 Schedule 2 of this Agreement sets out the annual rates of pay effective ffppcooa 1 December 2022, ffppcooa 1 December 2023, and ffppcooa 1 December 2024 for employees participating in the Purchased Leave Scheme.

8 ACCELERATED PROGRESSION FROM LEVEL 1 TO LEVEL 2

- 8.1 An employee may, after completing Level 1 Year 1, apply to their Manager for accelerated progression to Level 2 Year 1.

The employee must demonstrate in their application that they:

- (i) Comply with and understand Oral Health Services Tasmania (OHST) clinical policies and guidelines; and
 - (ii) Have developed their exodontia and minor dento-alveolar surgery skills to the point where regular oversight is no longer required; and
 - (iii) Can provide more complex treatment planning and fixed prosthodontic restorations; and
 - (iv) Have the ability to manage patients who are medically compromised, those with communication difficulties, and those at high risk of poor oral health.
- 8.2 The application will be assessed by a panel comprising the employee's Senior Dental Officer, the Area Manager, and the Clinical Director. The panel will make a recommendation to the Group Manager who may approve the accelerated progression.

9 ADVANCED ASSESSMENT POINT – DENTISTS LEVEL 3

- 9.1 Employees can progress by way of advanced assessment point in accordance with Schedule 1 from Dentist Level 2 Year 2 to Dentist Level 3 Year 1 upon demonstration of:
- (i) Skills outlined in the classification descriptor for Dental Officers Year 3 as outlined at Appendix 11 of the Health and Human Service (Tasmanian State Service) Award.
 - (ii) Completion of a minimum of 12 months service at Dental Officer Level 2.



10 OVERTIME

Notwithstanding Part VII 3(b) of the Award and Clause 6 of Appendix 11 of the Award, Dental Officers up to Level 4, Year 3 are to be paid overtime for clinical work directed to be undertaken outside of normal working hours.

11 NOVATED LEASE

- 11.1 Employees may elect to salary sacrifice a proportion of their salary for the novated lease of a motor vehicle subject to compliance with any Tasmanian or Commonwealth Government directive and legislation.
- 11.2 Salary sacrifice arrangements are to be administered by one or more organisations nominated by the employer following consultation with unions.
- 11.3 All fringe benefits tax, other tax liabilities, and/or direct administrative costs incurred by a salary sacrifice arrangement under this clause is the employee's responsibility and does not create any employer liability.
- 11.4 The salary payable to an employee who enters into a salary sacrifice arrangement is the salary payable under that arrangement.
- 11.5 Payment of an accrued leave entitlement, or in lieu of notice, made to an employee who ceases employment and employer and employee superannuation contributions and overtime and penalty payments are based on the salary that would have been payable had the salary sacrifice arrangements not existed.
- 11.6 An employee who withdraws from a salary sacrifice arrangement is required to comply with the requirements of the administrator of that arrangement.

12 PROFESSIONAL DEVELOPMENT ALLOWANCE

- 12.1 Notwithstanding Appendix 11 Clause 4(d) of the Health and Human Services Award the Professional Development Allowance for Dental Officers is to be increased to \$7,298 per annum (pro rata) and is to be paid to employees in fortnightly instalments in accordance with an employee's anniversary date, effective from the employee's anniversary date ffppcoa 1 December 2022.
- 12.2 Employees will continue to be able to access the professional development allowance and seek reimbursement in accordance with the award for expenditure up until their anniversary date, when the fortnightly instalments in accordance with clause 12.1 will take effect.



13 SABBATICAL LEAVE

Notwithstanding Appendix 11 Clause 4(e)(iv) Sabbatical Leave is restricted to one Dental Officer per year.

14 ADJUSTMENT OF WAGE RELATED ALLOWANCES

Unless specified separately in this Agreement, all monetary allowances in this agreement will be automatically adjusted upward from 1 July each year by the same percentage as the percentage salary rate increases for Dental Officers Level 1 Year 1, between 1 July in the preceding year and 30 June of that year.

15 GRIEVANCES AND DISPUTE SETTLING PROCEDURE

15.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.

15.2 If a grievance or dispute arises about the application of this Agreement:

- (i) In the first instance, it is to be dealt with at the workplace by appropriate employer and employee representatives;
- (ii) In circumstances where discussions at that level fail to resolve the grievance or dispute, the issue will be referred to appropriate union and management representatives; and
- (iii) If still unresolved, the matter will be referred to the Tasmanian Industrial Commission.

15.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.

15.4 This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance either under the *State Service Act 2000* or the *Industrial Relations Act 1984*, or any other relevant legislation.

16 NO EXTRA CLAIMS

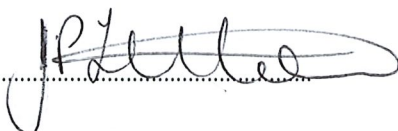
The parties to this Agreement undertake that, for the life of this Agreement, save for those matters contained within the letter of offer to the Parties dated 13 December 2022, they will not initiate any additional claims regarding salary or conditions of employment.



17 SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

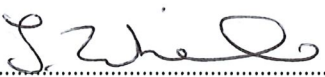
Signed: 

Name: Jane Filton

Date: 20/12/2022

SIGNED FOR AND ON BEHALF OF

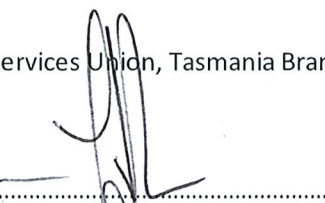
Community and Public Sector Union (State Public Services Federation Tasmania) Inc.

Signed: 

Name: Thirza White

Date: 20/12/22

Health Services Union, Tasmania Branch

Signed: 

Name: Tim JACOBSON

Date: 20/12/22





SCHEDULE 1 – SALARY RATES

Classification	Current Base Salary effective ffppcoa 1 Dec 2021	Cost of Living payment into base (\$1,000) Effective ffppcoa 1 Dec 2021	3.5% effective ffppcoa 1 Dec 2022 Base Salary	3.0% effective ffppcoa 1 Dec 2023 Base Salary	3.0% effective ffppcoa 1 Dec 2024 Base Salary
Dental Officers Level 1 Year 1	\$116,601	\$117,601	\$121,717	\$125,369	\$129,130
Dental Officers Level 1 Year 2	\$127,649	\$128,649	\$133,152	\$137,147	\$141,261
Dental Officers Level 2 Year 1	\$133,637	\$134,637	\$139,349	\$143,529	\$147,835
Dental Officers Level 2 Year 2	\$139,081	\$140,081	\$144,984	\$149,334	\$153,814
ADVANCED ASSESSMENT POINT					
Dental Officers Level 3 Year 1	\$142,365	\$143,365	\$148,383	\$152,834	\$157,419
Dental Officers Level 3 Year 2	\$156,049	\$157,049	\$162,546	\$167,422	\$172,445
Dental Officers Level 3 Year 3	\$168,266	\$169,266	\$175,190	\$180,446	\$185,859
Dental Officers Level 3 Year 4	\$173,372	\$174,372	\$180,475	\$185,889	\$191,466
Dental Officers Level 3 Year 5	\$178,862	\$179,862	\$186,157	\$191,742	\$197,494
Dental Officers Level 3 Year 6	\$183,317	\$184,317	\$190,768	\$196,491	\$202,386
PROMOTION					
Dental Officers Level 4 Year 1	\$185,325	\$186,325	\$192,846	\$198,631	\$204,590
Dental Officers Level 4 Year 2	\$194,582	\$195,582	\$202,427	\$208,500	\$214,755
Dental Officers Level 4 Year 3	\$196,421	\$197,421	\$204,331	\$210,461	\$216,775
PROMOTION					



Classification	Current Base Salary effective ffppcooa 1 Dec 2021	Cost of Living payment into base (\$1,000) Effective ffppcooa 1 Dec 2021	3.5% effective ffppcooa 1 Dec 2022 Base Salary	3.0% effective ffppcooa 1 Dec 2023 Base Salary	3.0% effective ffppcooa 1 Dec 2024 Base Salary
Dental Officers Level 6 Year 1	\$213,011	\$214,011	\$221,501	\$228,146	\$234,990
Dental Officers Level 6 Year 2	\$215,047	\$216,047	\$223,609	\$230,317	\$237,227



SCHEDULE 2 – PURCHASED LEAVE SCHEME SALARY RATES

Classification	Current Base Salary effective ffppcooa 1 Dec 2021	Cost of Living payment into base (\$1,000) Effective ffppcooa 1 Dec 2021	3.5% effective ffppcooa 1 Dec 2022 Base salary	3.0% effective ffppcooa 1 Dec 2023 Base salary	3.0% effective ffppcooa 1 Dec 2024 Base Salary
Dental Officers Level 1 Year 1	\$112,578	\$113,544	\$117,518	\$121,044	\$124,675
Dental Officers Level 1 Year 2	\$123,245	\$124,211	\$128,558	\$132,415	\$136,387
Dental Officers Level 2 Year 1	\$129,027	\$129,992	\$134,541	\$138,577	\$142,735
Dental Officers Level 2 Year 2	\$134,283	\$135,248	\$139,982	\$144,182	\$148,507
ADVANCED ASSESSMENT POINT					
Dental Officers Level 3 Year 1	\$137,453	\$138,419	\$143,264	\$147,561	\$151,988
Dental Officers Level 3 Year 2	\$150,665	\$151,631	\$156,938	\$161,646	\$166,496
Dental Officers Level 3 Year 3	\$162,461	\$163,426	\$169,146	\$174,221	\$179,447
Dental Officers Level 3 Year 4	\$167,391	\$168,356	\$174,249	\$179,476	\$184,860
Dental Officers Level 3 Year 5	\$172,691	\$173,657	\$179,735	\$185,127	\$190,680
Dental Officers Level 3 Year 6	\$176,993	\$177,958	\$184,187	\$189,712	\$195,404
PROMOTION					
Dental Officers Level 4 Year 1	\$178,931	\$179,897	\$186,193	\$191,778	\$197,532
Dental Officers Level 4 Year 2	\$187,869	\$188,834	\$195,443	\$201,307	\$207,346
Dental Officers Level 4 Year 3	\$189,644	\$190,610	\$197,282	\$203,200	\$209,296
PROMOTION					



Classification	Current Base Salary effective ffppcooa 1 Dec 2021	Cost of Living payment into base (\$1,000) Effective ffppcooa 1 Dec 2021	3.5% effective ffppcooa 1 Dec 2022 Base salary	3.0% effective ffppcooa 1 Dec 2023 Base salary	3.0% effective ffppcooa 1 Dec 2024 Base Salary
Dental Officers Level 6 Year 1	\$205,662	\$206,628	\$213,859	\$220,275	\$226,883
Dental Officers Level 6 Year 2	\$207,628	\$208,593	\$215,894	\$222,371	\$229,043

