

Industrial Relations Act 1984
s55 Industrial Agreement

**Nurses and Midwives
Work Value Agreement
2015**

Between the

Minister Administering the State Service Act 2000

and the

**Australian Nursing and Midwifery Federation
(Tasmanian Branch)**

1. TITLE

This Agreement is titled the *Nurses and Midwives Work Value Agreement 2015*.

2. ARRANGEMENT

1. Title
 2. Arrangement
 3. Application
 4. Relationship to the Award
 5. Date and Period of Operation
 6. Work Value Review
 7. Work Value Salary Outcomes
 8. Review of Award and Agreements
 9. Table of Salary Changes
 10. No Extra Claims
 11. Appendix 1
 12. Signatories
- Appendix 1

3. APPLICATION

This Agreement is made between the Minister Administering the *State Service Act 2000*, the Australian Nursing and Midwifery Federation (Tasmanian Branch) and applies to nursing and midwifery employees employed under the *Nurses and Midwives (Tasmanian State Service) Award*.

4. RELATIONSHIP TO THE AWARD

Where any inconsistency occurs between this Agreement and the *Nurses and Midwives (Tasmanian State Service) Award*, the *Nurses and Midwives [Tasmanian State Service] Interim Agreement 2013* or the *Nurses and Midwives [Tasmanian State Service] Agreement 2014*, this Agreement shall prevail to the extent of any inconsistency.

5. DATE AND PERIOD OF OPERATION

This Agreement has effect from the date of registration and will remain in force until the 30 November 2016.

6. WORK VALUE REVIEW

This Agreement settles the work value review of nursing classification grades 5, 6, 7, 8 and 9 as prescribed by:

- (a) Clause 5.2.12 of the *Nurses and Midwives Heads of Agreement 2010*, which is Appendix B of the *Nurses and Midwives [Tasmanian State Service] Interim Agreement 2013*; and



- (b) Clause 19 of the *Nurses and Midwives [Tasmanian State Service] Interim Agreement 2013*; and
- (c) nursing classification grades 6, 7, 8 and 9 as prescribed by Clause 15 of the *Nurses and Midwives [Tasmanian State Service] Agreement 2014*.

7. WORK VALUE & GENERAL SALARY INCREASES

- (a) The total of the salary increases due to the work value review are:
- o \$870 pay rise for G6Y1;
 - o \$890 pay rise for G6Y2;
 - o \$910 pay rise for G6Y3;
 - o \$2800 pay rise for G7AY1 and G7AY2;
 - o \$2684 pay rise for G7BY1;
 - o \$3343 pay rise for G7BY2;
 - o \$4000 pay rise for G7BY3;
 - o \$2967 pay rise for G8L2,
 - o \$2417 pay rise for G8L3; and
 - o \$1871 pay rise for G8L4.
- (b) The total increase payable according to sub-clause (a) is paid in two instalments from the first full pay period on or after (ffppooa) 1 July 2015 and the ffppooa 1 July 2016, subject to the processes specified in sub-clauses (c) and (d) of this clause.
- (c) The first work value salary instalment payable from the ffppooa 1 July 2015 is to be;
- (i) one half of the total salary increases specified in sub-clause (a) of this clause; and
 - (ii) this amount is added to each of the salary points specified in sub-clause (a) of this clause; and
 - (iii) this new salary is to be increased by 2% from the ffppooa 1 December 2015, consistent with Clause 10.1 of the *Nurses and Midwives [Tasmanian State Service] Agreement 2014*.
- (d) The second work value salary instalment payable from the ffppooa 1 July 2016 is to be;
- (i) one half of the total salary increase outlined in sub-clause (a) of this clause; and
 - (ii) this amount is to be increased by 2% at that time; and
 - (iii) this compounded salary increase is then added to the salary that is payable from the ffppooa 1 December 2015.



- (e) A new salary progression point is introduced at:
- the top of G6 (G6Y4); and
 - is (re)introduced at the bottom of G7a (G7aY0).
- (f) The salary progression point of G6Y4 is accessible from:
- the normal anniversary date of the employee's appointment to that classification grade 6, if the employee has received a salary increment within 12 months of the date of registration of this Agreement; or
 - for employees who have been at the top salary progression point for 12 months or more, progress to G6Y4 is from 1 July 2015.
- (g) The new salary point of G7aY0 is the introductory pay point for new appointments to G7a following the date of registration of this Agreement. This salary point reintroduces the salary point that was removed according to Clause 10 of the *Nurses and Midwives [Tasmanian State Service] Agreement 2014*.
- (h) Employees classified at G8 Level 1 are, for the life of this Agreement, paid at the same pay point and salary increases as employees classified and paid at G7b Y3, which was renamed from G7bY4 in Appendix A of the *Nurses and Midwives [Tasmanian State Service] Agreement 2014* due to the removal of overlapping pay points.

8. REVIEW OF AWARD AND AGREEMENTS

- (a) The parties to this Agreement commit to a review of the *Nurses and Midwives (Tasmanian State Service) Award*, the *Nurses and Midwives [Tasmanian State Service] Interim Agreement 2013*, the *Nurses and Midwives [Tasmanian State Service] Agreement 2014* and this Agreement by November 2016.
- (b) The purpose is to consolidate and modernise the *Nurses and Midwives (Tasmanian State Service) Award* by incorporating all the relevant provisions that prescribe the terms and conditions of employment of nurses and midwives from the *Nurses and Midwives [Tasmanian State Service] Interim Agreement 2013*, the *Nurses and Midwives [Tasmanian State Service] Agreement 2014* and this Agreement.
- (c) The provisions that are agreed by the parties that do not relate to terms and conditions of employment, or that are of an indeterminate or interim nature are to be retained in an industrial agreement that is registered under section 55 of the *Industrial Relations Act 1984*.



- (d) The process to undertake the review is through a Joint Working Group established by the parties to commence work by the end of February 2016.

9. TABLE OF SALARY CHANGES

This Table of Salary Changes specifies the work value salary instalments, general salary increases and the timing of these adjustments at the relevant salary points, as prescribed by this Agreement.

Column 1		Column 2		Column 3	Column 4
1 December 2014		Removal of Overlapping Pay Points + Work Value Salary Increase First Instalment FFPPOOA 1 July 2015		2% Salary Increase FFPPOOA 1 December 2015	Work Value Salary Increase Second Instalment FFPPOOA 1 July 2016
Grade	Salary	New Grade	Salary	Salary	Salary
G6 Y1	\$84,989	NA	NA	NA	NA
G6 Y2	\$86,869	G6 Y1	\$87,304	\$89,050	\$89,493
G6 Y3	\$88,861	G6 Y2	\$89,306	\$91,092	\$91,545
G6 Y4	\$90,857	G6 Y3	\$91,312	\$93,138	\$93,601
		G6 Y4 (New)	\$91,607	\$93,439	\$94,204
G7a Y1	\$88,861	NA	NA	NA	NA
G7a Y2	\$90,857	NA	NA	NA	NA
		G7a Y0 (New)	\$93,006	\$94,866	\$95,530
G7a Y3	\$93,006	G7a Y1	\$94,406	\$96,294	\$97,722
G7a Y4	\$95,153	G7a Y2	\$96,553	\$98,484	\$99,912
G7b Y1	\$95,153	NA	NA	NA	NA
G7b Y2	\$97,149	G7b Y1	\$98,491	\$100,461	\$101,830
G7b Y3	\$98,371	G7b Y2	\$100,043	\$102,044	\$103,748
G7b Y4	\$99,594	G7b Y3	\$101,594	\$103,626	\$105,666
G8 L1	\$99,594	G8 L1*	\$101,594	\$103,626	\$105,666
G8 L2	\$103,384	G8 L2	\$104,868	\$106,965	\$108,478
G8 L3	\$108,399	G8 L3	\$109,608	\$111,800	\$113,032
G8 L4	\$113,404	G8 L4	\$114,340	\$116,627	\$117,581
G8 L5	\$121,994	G8 L5	\$121,994	\$124,434	\$124,434

**Grade 8 Level 1 to be grandfathered as per the 2014 agreement*



10. NO EXTRA CLAIMS

The parties to this Agreement agree they will not initiate any additional claims regarding the subject matter of this Agreement for the life of this Agreement.

11. APPENDIX 1


- (a) Appendix 1 of this Agreement consolidates the salaries that are payable for the revised nursing and midwifery salary structure prescribed by this Agreement and the salary movements prescribed by the Nurses and Midwives [Tasmanian State Service] Agreement 2014.
- (b) Column 1 'Grades and Salaries ffppooa 1 December 2014' specifies the classification grades and salaries that are payable from the ffppoa 1 December 2014, according to Clause 10.1 of Nurses and Midwives [Tasmanian State Service] Agreement 2014.
- (c) Column 2 'Removal of Overlapping Pay Points + Work Value Salary Increase First Instalment ffppooa 1 July 2015' specifies the salaries that are payable from the ffppoa 1 July 2015 according to Clause 7(c)(i) and (ii), (e), (g) and (h) of this Agreement and clause 10.2 of the Nurses and Midwives [Tasmanian State Service] Agreement 2014.
- (d) Column 3 '2% Salary Increase ffppooa 1 December 2015' specifies the salaries that are payable from the ffppoa 1 December 2015, according to Clause 10.1 of Nurses and Midwives [Tasmanian State Service] Agreement 2014 and Clause 7(c)(iii) of this Agreement.
- (e) Column 4 'Work Value Salary Increase Second Instalment ffppooa 1 July 2016' specifies the salaries that are payable from the ffppoa 1 July 2016, according to Clause 10.1 of Nurses and Midwives [Tasmanian State Service] Agreement 2014 and Clause 7(d) of this Agreement.



12. SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

Signed: 

Name: F. Ogle

Date: 22/12/15.

SIGNED FOR AND ON BEHALF OF

Australian Nursing and Midwifery Federation (Tasmanian Branch)

Signed: 

Name: JAMES LLOYD - VICE PRESIDENT

Date: 22/12/2015





APPENDIX I

Column 1 Grades and salaries ffppooa 1 December 2014		Column 2 Removal of Overlapping Pay Points + Work Value Salary Increase First Instalment ffppooa 1 July 2015		Column 3 2% Salary Increase ffppooa 1 December 2015	Column 4 Work Value Salary Increase Second Instalment ffppooa 1 July 2016
Grade	Salary	New Grade	Salary	Grade	Salary
G1 Y1	\$48,036	G1 Y1	\$48,036	\$48,997	\$48,997
G1 Y2	\$49,618	G1 Y2	\$49,618	\$50,610	\$50,610
G1 Y3	\$51,199	G1 Y3	\$51,199	\$52,223	\$52,223
G1 Y4	\$52,782	G1 Y4	\$52,782	\$53,838	\$53,838
G2 YG	\$52,762	G2 YG	\$52,762	\$53,817	\$53,817
G2 Y1	\$54,364	G2 Y1	\$54,364	\$55,451	\$55,451
G2 Y2	\$55,892	G2 Y2	\$55,892	\$57,010	\$57,010
G2 Y3	\$57,498	G2 Y3	\$57,498	\$58,648	\$58,648
G2 Y4	\$58,432	G2 Y4	\$58,432	\$59,600	\$59,600
G3 Y1	\$58,432	G3 Y1	\$58,432	\$59,600	\$59,600
G3 Y2	\$61,008	G3 Y2	\$61,008	\$62,228	\$62,228
G3 Y3	\$63,586	G3 Y3	\$63,586	\$64,857	\$64,857
G3 Y4	\$66,160	G3 Y4	\$66,160	\$67,483	\$67,483
G3 Y5	\$68,739	G3 Y5	\$68,739	\$70,114	\$70,114
G3 Y6	\$71,312	G3 Y6	\$71,312	\$72,739	\$72,739
G3 Y7	\$73,896	G3 Y7	\$73,896	\$75,374	\$75,374
G3 Y8	\$74,754	G3 Y8	\$74,754	\$76,249	\$76,249
G4 Y1	\$75,612	G4 Y1	\$75,612	\$77,124	\$77,124
G4 Y2	\$77,329	G4 Y2	\$77,329	\$78,876	\$78,876
G4 Y3	\$79,048	G4 Y3	\$79,048	\$80,629	\$80,629
G4 Y4	\$79,964	G4 Y4	\$79,964	\$81,563	\$81,563
G5 Y1	\$81,214	G5 Y1	\$81,214	\$82,839	\$82,839
G5 Y2	\$82,484	G5 Y2	\$82,484	\$84,134	\$84,134
G5 Y3	\$84,200	G5 Y3	\$84,200	\$85,884	\$85,884
G5 Y4	\$84,989	G5 Y4	\$84,989	\$86,689	\$86,689
G6 Y1	\$84,989	NA	NA	NA	NA
G6 Y2	\$86,869	G6 Y1	\$87,304	\$89,050	\$89,493
G6 Y3	\$88,861	G6 Y2	\$89,306	\$91,092	\$91,545
G6 Y4	\$90,857	G6 Y3	\$91,312	\$93,138	\$93,601
		G6 Y4 (New)	\$91,607	\$93,439	\$94,204
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G8 L4	\$113,404	G8 L4	\$114,340	\$116,627	\$117,581
G8 L5	\$121,994	G8 L5	\$121,994	\$124,434	\$124,434

G9 L1	\$137,022	G9 L1	\$137,022	\$139,762	\$139,762
G9 L2	\$144,536	G9 L2	\$144,536	\$147,427	\$147,427
G9 L3	\$152,053	G9 L3	\$152,053	\$155,095	\$155,095

**Grade 8 Level 1 to be grandfathered as per the 2014 agreement*