

T14739 OF 2020



Industrial Relations Act 1984
s55 Industrial Agreement

PUBLIC SECTOR UNION WAGES AGREEMENT 2019

Between the

Minister administering the *State Service Act 2000*

and the

The Association of Professional Engineers, Scientists and Managers Australia

Australian Education Union, Tasmanian Branch

Australian Nursing and Midwifery Federation (Tasmanian Branch)

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

Health Services Union, Tasmania Branch

United Workers Union, Tasmania Branch



I TITLE

This Agreement shall be known as the Public Sector Unions Wages Agreement 2019.

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3 APPLICATION

This Agreement is made in respect of employees covered by the Tasmanian State Service Award (TSSA), and the Health and Human Services (Tasmanian State Service) Award (HAHSA) excluding those employees covered by the Ministerial Drivers Industrial Agreement, Department of State Growth Engineers Industrial Agreement, Allied Health Professionals Public Sector Unions Wages Agreement, Radiation Therapists Agreement and Dental Officers Agreement as amended from time to time.

4 DATE AND PERIOD OF OPERATION

4.1 This Agreement cancels and replaces the:

- (i) Public Sector Unions Wages Agreement 2018 which was registered on 19 August 2019
- (ii) Public Sector Unions Wages Agreement 2016 which was registered on 8 August 2017
- (iii) Public Sector Unions Wages Agreement 2013 Extension which was registered on 4 December 2013
- (iv) Public Sector Unions Wages Agreement 2013 which was registered on 3 December 2013.
- (v) No employee will be worse off as an unintended result of retiring these agreements.

4.2 This Agreement applies with effect from 1 July 2019 and will remain in force until 30 June 2022.

4.3 The parties agree to commence negotiations for a replacement agreement on or before 30 November 2021.

5 PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000* and Association of Professional Engineers, Scientists and Managers, Australia; the Australian Education Union, Tasmanian Branch; Australian Nursing and Midwifery Federation (Tasmanian Branch); the Community and Public Sector Union (State Public Services Federation Tasmania) Inc; the Health Services Union, Tasmania Branch; and United Workers Union, Tasmanian Branch.

6 RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Tasmanian State Service Award, or 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) 2.3 percent per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2019.
- (ii) 2.3 percent per annum with effect from the ffppcooa 1 December 2020.
- (iii) 2.35 percent per annum with effect from the ffppcooa 1 December 2021.

7.2 Schedules 1 and 2 of this Agreement sets out the annual rates of pay effective ffppcooa 1 December 2019, ffppcooa 1 December 2020, and ffppcooa 1 December 2021.

7.3 Schedule 3 and 4 of this Agreement set out the annual rates of pay effective ffppcooa 1 December 2019, ffppcooa 1 December 2020, and ffppcooa 1 December 2021 for employees participating in the Purchased Leave Scheme.

8 NOVATED LEASE

8.1 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 Australian Government directive and legislation.

8.2 All salary sacrifice arrangements are to be administered by an organisation nominated by the employer following consultation with unions.

- (i) All fringe benefits tax, other 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.
- (ii) The salary payable to an employee who enters into a salary sacrifice arrangement is the salary payable under that arrangement.
- (iii) 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 rates are based on the salary that would have been payable had the salary sacrifice agreement not existed.
- (iv) An employee who withdraws from a salary sacrifice arrangement is required to comply with the requirements of the administrator of that arrangement.

9 PERSONAL LEAVE ACCUMULATION SCHEME

9.1 The personal leave accumulation scheme only applies to employees covered by the scope of the Tasmanian State Service Award (TSSA).



- 9.2 A full time employee covered by the personal leave accumulation scheme is entitled to 147 hours (or 152 hours for employees working a 38 hour week) of personal leave in each personal year. A part time employee is entitled to personal leave in direct proportion to the number of hours worked compared to a full time employee.
- 9.3 Personal leave for a full time employee accrues at the rate of 5.65 hours (5.85 hours for an employee working a 38 hour week) for each completed fortnight of service. Any personal leave not used in any personal leave year is added to the following year's accrual to a maximum accrual of 1911 hours (or 1976 hours for employees working a 38 hour week).
- 9.4 This provision is an alternate to the triennium scheme as detailed in TSSA Part VIII, Clause 3(d) and applies to all new employees from 1 March 2014, including fixed term employees. Fixed term employees employed from 1 March 2014 will not be able to transfer into the triennium scheme as detailed in TSSA Part VIII, Clause 3(d).
- 9.5 Existing employees as at 1 March 2014 may elect to transfer from the triennium entitlement as detailed in TSSA Part VIII, Clause 3(d) to the accumulation scheme.
- 9.6 An election to transfer may be made from 1 March 2014 with a date of effect of 1 July 2014 will have a date of effect 4 weeks after the application is made.
- 9.7 An employee who makes an election to transfer their entitlement from the triennium scheme is to have their personal leave balance recalculated by multiplying their full time equivalent years of service with the accumulated leave scheme annual entitlement (147 hours), less all personal leave used during their service and up to the date of transfer. This will become their new personal leave balance.
- 9.8 Once a new employee has been assigned to the accumulation scheme or an existing employee has elected to transfer to the accumulation scheme they cannot revert back to the triennium scheme.
- 9.9 Other than the method of accrual of personal leave, all other provisions of TSSA Part VIII, Clause 3 continue to apply.

10 BROADBANDING

10.1 Pilot Program – Parks and Wildlife Service

Broad banding is to be piloted in the Parks and Wildlife Industrial Agreement for Band 2 – 3 Field Officers and Rangers, and Band 3 – 4 Rangers.

11 METRO GREENCARD REVIEW

The parties will conduct a review to determine the feasibility of Metro Greencard salary sacrifice arrangements. The review will be concluded by 30 June 2020.



12 GRIEVANCES AND DISPUTE SETTLING PROCEDURE

- 12.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.
- 12.2 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 the 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.
- 12.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.
- 12.4 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.

13 NO EXTRA CLAIMS

The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salary or conditions of employment.



14 SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

Signed:

Name:

Date:

SIGNED FOR AND ON BEHALF OF

Association of Professional Engineers, Scientists and Managers Australia

Signed:

Name:

Date:



SIGNED FOR AND ON BEHALF OF

Australian Education Union, Tasmanian Branch

Signed:.....

Name:ADAM CLIFFORD.....

Date:24/2/20.....

SIGNED FOR AND ON BEHALF OF

Australian Nursing and Midwifery Federation (Tasmanian Branch)

Signed:.....

Name:Emily Shepherd.....

Date:25/02/2020.....



SIGNED FOR AND ON BEHALF OF

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

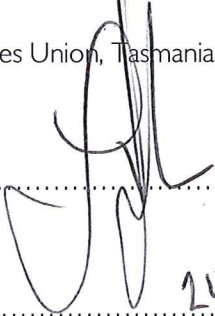
Signed:.....

Name: Tom Lynoa.....

Date: 28/2/2020.....

SIGNED FOR AND ON BEHALF OF

Health Services Union, Tasmania Branch

Signed:.....

Name: 24/2/2020.....

Date: Tim Jacobson.....



SIGNED FOR AND ON BEHALF OF

United Workers Union, Tasmania Branch

Signed:.....

Name: *Jannette Armstrong*.....

Date: *24/02/20*.....



Schedule I – Salaries for Tasmanian State Service Award

General Stream Salaries

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
BI-R1-1	\$43,830	\$44,838	\$45,869	\$46,947
BI-R1-3	\$46,870	\$47,948	\$49,051	\$50,204
BI-R2-2	\$49,904	\$51,052	\$52,226	\$53,453
BI-R2-4	\$52,758	\$53,971	\$55,212	\$56,509
BI-R2-5	\$53,511	\$54,742	\$56,001	\$57,317
PROMOTION				
B2-R1-2	\$55,367	\$56,640	\$57,943	\$59,305
B2-R1-3	\$56,384	\$57,681	\$59,008	\$60,395
B2-R1-4	\$57,449	\$58,770	\$60,122	\$61,535
B2-R1-5	\$58,846	\$60,199	\$61,584	\$63,031
B2-R1-6	\$59,696	\$61,069	\$62,474	\$63,942
PROMOTION				
B3-R1-2	\$62,184	\$63,614	\$65,077	\$66,606
B3-R1-3	\$63,427	\$64,886	\$66,378	\$67,938
B3-R1-4	\$64,651	\$66,138	\$67,659	\$69,249
B3-R1-5	\$66,331	\$67,857	\$69,418	\$71,049
B3-R1-6	\$67,329	\$68,878	\$70,462	\$72,118
PROMOTION				
B4-R1-2	\$69,646	\$71,248	\$72,887	\$74,600
B4-R1-3	\$71,459	\$73,103	\$74,784	\$76,541
B4-R1-4	\$73,374	\$75,062	\$76,788	\$78,593
ADVANCED ASSESSMENT POINT				
B4-R2-2	\$74,613	\$76,329	\$78,085	\$79,920
B4-R2-3	\$76,553	\$78,314	\$80,115	\$81,998
B4-R2-4	\$79,113	\$80,933	\$82,794	\$84,740
B4-R2-5	\$80,305	\$82,152	\$84,041	\$86,016
PROMOTION				
B5-R1-2	\$83,651	\$85,575	\$87,543	\$89,600
B5-R1-3	\$85,766	\$87,739	\$89,757	\$91,866
ADVANCED ASSESSMENT POINT				
B5-R2-1	\$86,993	\$88,994	\$91,041	\$93,180
B5-R2-2	\$87,792	\$89,811	\$91,877	\$94,036
PROMOTION				
B6-R1-2	\$91,827	\$93,939	\$96,100	\$98,358
B6-R1-3	\$93,664	\$95,818	\$98,022	\$100,326
B6-R1-4	\$96,723	\$98,948	\$101,224	\$103,603
ADVANCED ASSESSMENT POINT				
B6-R2-2	\$99,188	\$101,469	\$103,803	\$106,242
B6-R2-3	\$100,934	\$103,255	\$105,630	\$108,112
B6-R2-4	\$102,670	\$105,031	\$107,447	\$109,972
B6-R2-5	\$103,983	\$106,375	\$108,822	\$111,379



PROMOTION				
B7-R1-2	\$109,005	\$111,512	\$114,077	\$116,758
B7-R1-3	\$111,185	\$113,742	\$116,358	\$119,092
ADVANCED ASSESSMENT POINT				
B7-R2-2	\$113,409	\$116,017	\$118,685	\$121,474
B7-R2-3	\$114,775	\$117,415	\$120,116	\$122,939
PROMOTION				
B8-R1-2	\$118,699	\$121,429	\$124,222	\$127,141
B8-R1-3	\$121,073	\$123,858	\$126,707	\$129,685
ADVANCED ASSESSMENT POINT				
B8-R2-2	\$125,348	\$128,231	\$131,180	\$134,263
B8-R2-3	\$126,773	\$129,689	\$132,672	\$135,790
PROMOTION				
B9-R1-2	\$143,957	\$147,268	\$150,655	\$154,195
B9-R1-3	\$150,809	\$154,278	\$157,826	\$161,535
B9-R1-4	\$157,665	\$161,291	\$165,001	\$168,879
B9-R1-5	\$159,253	\$162,916	\$166,663	\$170,580
PROMOTION				
B10-R1-2	\$169,785	\$173,690	\$177,685	\$181,861
B10-R1-3	\$177,871	\$181,962	\$186,147	\$190,521
B10-R1-4	\$185,956	\$190,233	\$194,608	\$199,181
B10-R1-5	\$187,684	\$192,001	\$196,417	\$201,033



Professional Stream Salaries

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
PI-RI-2	\$63,427	\$64,886	\$66,378	\$67,938
PI-RI-3	\$68,405	\$69,978	\$71,587	\$73,269
PI-RI-4	\$71,459	\$73,103	\$74,784	\$76,541
PI-RI-5	\$74,613	\$76,329	\$78,085	\$79,920
PI-RI-6	\$79,113	\$80,933	\$82,794	\$84,740
PI-RI-7	\$82,011	\$83,897	\$85,827	\$87,844
ADVANCED ASSESSMENT POINT				
P2-RI-1	\$85,766	\$87,739	\$89,757	\$91,866
P2-RI-2	\$89,376	\$91,432	\$93,535	\$95,733
P2-RI-3	\$93,664	\$95,818	\$98,022	\$100,326
P2-RI-4	\$96,723	\$98,948	\$101,224	\$103,603
P2-RI-5	\$99,188	\$101,469	\$103,803	\$106,242
P2-RI-6	\$100,934	\$103,255	\$105,630	\$108,112
ADVANCED ASSESSMENT POINT				
P2-R2-1	\$102,670	\$105,031	\$107,447	\$109,972
P2-R2-2	\$103,983	\$106,375	\$108,822	\$111,379
PROMOTION				
P3-RI-2	\$109,005	\$111,512	\$114,077	\$116,758
P3-RI-3	\$111,185	\$113,742	\$116,358	\$119,092
ADVANCED ASSESSMENT POINT				
P3-R2-2	\$113,409	\$116,017	\$118,685	\$121,474
P3-R2-3	\$114,775	\$117,415	\$120,116	\$122,939
PROMOTION				
P4-RI-2	\$118,699	\$121,429	\$124,222	\$127,141
P4-RI-3	\$121,073	\$123,858	\$126,707	\$129,685
ADVANCED ASSESSMENT POINT				
P4-R2-2	\$125,348	\$128,231	\$131,180	\$134,263
P4-R2-3	\$126,773	\$129,689	\$132,672	\$135,790
PROMOTION				
P5-RI-2	\$143,957	\$147,268	\$150,655	\$154,195
P5-RI-3	\$150,809	\$154,278	\$157,826	\$161,535
P5-RI-4	\$157,665	\$161,291	\$165,001	\$168,879
P5-RI-5	\$159,253	\$162,916	\$166,663	\$170,580
PROMOTION				
P6-RI-2	\$169,785	\$173,690	\$177,685	\$181,861
P6-RI-3	\$177,871	\$181,962	\$186,147	\$190,521
P6-RI-4	\$185,956	\$190,233	\$194,608	\$199,181
P6-RI-5	\$187,684	\$192,001	\$196,417	\$201,033



Schedule 2 – Salaries for Health and Human Services (Tasmanian State Service) Award

General Stream Salaries

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
BI-R1-1	\$43,476	\$44,476	\$45,499	\$46,568
BI-R1-3	\$46,473	\$47,542	\$48,635	\$49,778
BI-R2-2	\$49,467	\$50,605	\$51,769	\$52,986
BI-R2-4	\$52,223	\$53,423	\$54,652	\$55,936
BI-R2-5	\$52,968	\$54,186	\$55,432	\$56,735
PROMOTION				
B2-R1-2	\$54,758	\$56,017	\$57,305	\$58,652
B2-R1-3	\$55,730	\$57,012	\$58,323	\$59,694
B2-R1-4	\$56,758	\$58,063	\$59,398	\$60,794
B2-R1-5	\$58,122	\$59,459	\$60,827	\$62,256
B2-R1-6	\$58,961	\$60,317	\$61,704	\$63,154
PROMOTION				
B3-R1-2	\$61,357	\$62,768	\$64,212	\$65,721
B3-R1-3	\$62,580	\$64,019	\$65,491	\$67,030
B3-R1-4	\$63,790	\$65,257	\$66,758	\$68,327
B3-R1-5	\$65,446	\$66,951	\$68,491	\$70,101
B3-R1-6	\$66,431	\$67,959	\$69,522	\$71,156
PROMOTION				
B4-R1-2	\$68,715	\$70,295	\$71,912	\$73,602
B4-R1-3	\$70,504	\$72,126	\$73,785	\$75,519
B4-R1-4	\$72,399	\$74,064	\$75,767	\$77,548
ADVANCED ASSESSMENT POINT				
B4-R2-2	\$73,624	\$75,317	\$77,049	\$78,860
B4-R2-3	\$75,539	\$77,276	\$79,053	\$80,911
B4-R2-4	\$78,039	\$79,834	\$81,670	\$83,589
B4-R2-5	\$79,212	\$81,034	\$82,898	\$84,846
PROMOTION				
B5-R1-2	\$82,607	\$84,507	\$86,451	\$88,483
B5-R1-3	\$84,680	\$86,628	\$88,620	\$90,703
ADVANCED ASSESSMENT POINT				
B5-R2-1	\$85,902	\$87,878	\$89,899	\$92,012
B5-R2-2	\$86,701	\$88,695	\$90,735	\$92,867
PROMOTION				
B6-R1-2	\$90,807	\$92,896	\$95,033	\$97,266
B6-R1-3	\$92,623	\$94,753	\$96,932	\$99,210
B6-R1-4	\$95,706	\$97,907	\$100,159	\$102,513
ADVANCED ASSESSMENT POINT				
B6-R2-2	\$98,161	\$100,419	\$102,729	\$105,143
B6-R2-3	\$99,937	\$102,236	\$104,587	\$107,045
B6-R2-4	\$101,738	\$104,078	\$106,472	\$108,974



B6-R2-5	\$103,045	\$105,415	\$107,840	\$110,374
PROMOTION				
B7-R1-2	\$107,985	\$110,469	\$113,010	\$115,666
B7-R1-3	\$110,145	\$112,678	\$115,270	\$117,979
ADVANCED ASSESSMENT POINT				
B7-R2-2	\$112,347	\$114,931	\$117,574	\$120,337
B7-R2-3	\$113,708	\$116,323	\$118,998	\$121,794
PROMOTION				
B8-R1-2	\$117,651	\$120,357	\$123,125	\$126,018
B8-R1-3	\$120,005	\$122,765	\$125,589	\$128,540
ADVANCED ASSESSMENT POINT				
B8-R2-2	\$124,215	\$127,072	\$129,995	\$133,050
B8-R2-3	\$125,636	\$128,526	\$131,482	\$134,572
PROMOTION				
B9-R1-2	\$143,957	\$147,268	\$150,655	\$154,195
B9-R1-3	\$150,809	\$154,278	\$157,826	\$161,535
B9-R1-4	\$157,665	\$161,291	\$165,001	\$168,879
B9-R1-5	\$159,253	\$162,916	\$166,663	\$170,580
PROMOTION				
B10-R1-2	\$169,785	\$173,690	\$177,685	\$181,861
B10-R1-3	\$177,871	\$181,962	\$186,147	\$190,521
B10-R1-4	\$185,956	\$190,233	\$194,608	\$199,181
B10-R1-5	\$187,684	\$192,001	\$196,417	\$201,033



Health Services Officer Salaries

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
HSO 2-2	\$47,174	\$48,259	\$49,369	\$50,529
HSO 2-3	\$47,696	\$48,793	\$49,915	\$51,088
HSO 2-4	\$48,453	\$49,567	\$50,707	\$51,899
HSO 2-5	\$49,141	\$50,271	\$51,427	\$52,636
PROMOTION				
HSO 3-2	\$49,554	\$50,694	\$51,860	\$53,079
HSO 3-3	\$50,064	\$51,215	\$52,393	\$53,624
HSO 3-4	\$50,777	\$51,945	\$53,140	\$54,389
PROMOTION				
HSO 4-2	\$51,728	\$52,918	\$54,135	\$55,407
HSO 4-3	\$53,208	\$54,432	\$55,684	\$56,993
HSO 4-4	\$53,967	\$55,208	\$56,478	\$57,805
PROMOTION				
HSO 5-2	\$55,730	\$57,012	\$58,323	\$59,694
HSO 5-3	\$56,758	\$58,063	\$59,398	\$60,794
HSO 5-4	\$58,122	\$59,459	\$60,827	\$62,256
HSO 5-5	\$58,961	\$60,317	\$61,704	\$63,154



Schedule 3 – Purchased Leave Scheme Salaries for Tasmanian State Service Award Employees

General Stream

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
B1-R1-1	\$42,319	\$43,291	\$44,287	\$45,327
B1-R1-3	\$45,252	\$46,294	\$47,359	\$48,472
B1-R2-2	\$48,183	\$49,291	\$50,424	\$51,609
B1-R2-4	\$50,938	\$52,109	\$53,307	\$54,559
B1-R2-5	\$51,665	\$52,853	\$54,069	\$55,340
PROMOTION				
B2-R1-2	\$53,457	\$54,686	\$55,944	\$57,259
B2-R1-3	\$54,439	\$55,691	\$56,972	\$58,311
B2-R1-4	\$55,467	\$56,742	\$58,048	\$59,412
B2-R1-5	\$56,817	\$58,122	\$59,459	\$60,856
B2-R1-6	\$57,637	\$58,962	\$60,319	\$61,736
PROMOTION				
B3-R1-2	\$60,039	\$61,419	\$62,832	\$64,308
B3-R1-3	\$61,239	\$62,647	\$64,088	\$65,594
B3-R1-4	\$62,422	\$63,856	\$65,325	\$66,860
B3-R1-5	\$64,043	\$65,516	\$67,023	\$68,598
B3-R1-6	\$65,007	\$66,502	\$68,031	\$69,630
PROMOTION				
B4-R1-2	\$67,244	\$68,790	\$70,372	\$72,026
B4-R1-3	\$68,994	\$70,581	\$72,204	\$73,900
B4-R1-4	\$70,843	\$72,472	\$74,139	\$75,882
ADVANCED ASSESSMENT POINT				
B4-R2-2	\$72,039	\$73,696	\$75,391	\$77,163
B4-R2-3	\$73,911	\$75,612	\$77,351	\$79,169
B4-R2-4	\$76,383	\$78,141	\$79,938	\$81,816
B4-R2-5	\$77,534	\$79,318	\$81,142	\$83,048
PROMOTION				
B5-R1-2	\$80,764	\$82,623	\$84,523	\$86,509
B5-R1-3	\$82,807	\$84,712	\$86,660	\$88,697
ADVANCED ASSESSMENT POINT				
B5-R2-1	\$83,991	\$85,924	\$87,900	\$89,965
B5-R2-2	\$84,763	\$86,713	\$88,707	\$90,792
PROMOTION				
B6-R1-2	\$88,659	\$90,698	\$92,785	\$94,965
B6-R1-3	\$90,432	\$92,512	\$94,640	\$96,865
B6-R1-4	\$93,387	\$95,534	\$97,732	\$100,029
ADVANCED ASSESSMENT POINT				
B6-R2-2	\$95,767	\$97,968	\$100,222	\$102,577
B6-R2-3	\$97,451	\$99,693	\$101,986	\$104,382
B6-R2-4	\$99,128	\$101,407	\$103,740	\$106,178



B6-R2-5	\$100,396	\$102,705	\$105,068	\$107,536
PROMOTION				
B7-R1-2	\$105,244	\$107,665	\$110,141	\$112,730
B7-R1-3	\$107,349	\$109,818	\$112,344	\$114,983
ADVANCED ASSESSMENT POINT				
B7-R2-2	\$109,495	\$112,014	\$114,590	\$117,283
B7-R2-3	\$110,815	\$113,364	\$115,972	\$118,698
PROMOTION				
B8-R1-2	\$114,604	\$117,240	\$119,936	\$122,755
B8-R1-3	\$116,896	\$119,585	\$122,336	\$125,211
ADVANCED ASSESSMENT POINT				
B8-R2-2	\$121,023	\$123,807	\$126,654	\$129,631
B8-R2-3	\$122,399	\$125,215	\$128,095	\$131,105
PROMOTION				
B9-R1-2	\$138,991	\$142,187	\$145,457	\$148,875
B9-R1-3	\$145,606	\$148,955	\$152,381	\$155,962
B9-R1-4	\$152,226	\$155,726	\$159,308	\$163,053
B9-R1-5	\$153,759	\$157,295	\$160,913	\$164,695
PROMOTION				
B10-R1-2	\$163,928	\$167,698	\$171,555	\$175,587
B10-R1-3	\$171,734	\$175,684	\$179,725	\$183,948
B10-R1-4	\$179,541	\$183,670	\$187,894	\$192,309
B10-R1-5	\$181,209	\$185,377	\$189,641	\$194,097



Professional Stream

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
PI-R1-2	\$61,239	\$62,647	\$64,088	\$65,594
PI-R1-3	\$66,045	\$67,564	\$69,117	\$70,741
PI-R1-4	\$68,994	\$70,581	\$72,204	\$73,900
PI-R1-5	\$72,039	\$73,696	\$75,391	\$77,163
PI-R1-6	\$76,383	\$78,141	\$79,938	\$81,816
PI-R1-7	\$79,181	\$81,003	\$82,866	\$84,813
ADVANCED ASSESSMENT POINT				
P2-R1-1	\$82,807	\$84,712	\$86,660	\$88,697
P2-R1-2	\$86,291	\$88,278	\$90,308	\$92,430
P2-R1-3	\$90,432	\$92,512	\$94,640	\$96,865
P2-R1-4	\$93,387	\$95,534	\$97,732	\$100,029
P2-R1-5	\$95,767	\$97,968	\$100,222	\$102,577
P2-R1-6	\$97,451	\$99,693	\$101,986	\$104,382
ADVANCED ASSESSMENT POINT				
P2-R2-1	\$99,128	\$101,407	\$103,740	\$106,178
P2-R2-2	\$100,396	\$102,705	\$105,068	\$107,536
PROMOTION				
P3-R1-2	\$105,244	\$107,665	\$110,141	\$112,730
P3-R1-3	\$107,349	\$109,818	\$112,344	\$114,983
ADVANCED ASSESSMENT POINT				
P3-R2-2	\$109,495	\$112,014	\$114,590	\$117,283
P3-R2-3	\$110,815	\$113,364	\$115,972	\$118,698
PROMOTION				
P4-R1-2	\$114,604	\$117,240	\$119,936	\$122,755
P4-R1-3	\$116,896	\$119,585	\$122,336	\$125,211
ADVANCED ASSESSMENT POINT				
P4-R2-2	\$121,023	\$123,807	\$126,654	\$129,631
P4-R2-3	\$122,399	\$125,215	\$128,095	\$131,105
PROMOTION				
P5-R1-2	\$138,991	\$142,187	\$145,457	\$148,875
P5-R1-3	\$145,606	\$148,955	\$152,381	\$155,962
P5-R1-4	\$152,226	\$155,726	\$159,308	\$163,053
P5-R1-5	\$153,759	\$157,295	\$160,913	\$164,695
PROMOTION				
P6-R1-2	\$163,928	\$167,698	\$171,555	\$175,587
P6-R1-3	\$171,734	\$175,684	\$179,725	\$183,948
P6-R1-4	\$179,541	\$183,670	\$187,894	\$192,309
P6-R1-5	\$181,209	\$185,377	\$189,641	\$194,097



**Schedule 4 – Purchased Leave Scheme Salaries for Health and Human Services
(Tasmanian State Service) Award Employees**

General Stream

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
B1-R1-1	\$41,977	\$42,942	\$43,929	\$44,961
B1-R1-3	\$44,871	\$45,902	\$46,957	\$48,061
B1-R2-2	\$47,761	\$48,859	\$49,983	\$51,158
B1-R2-4	\$50,421	\$51,580	\$52,767	\$54,006
B1-R2-5	\$51,141	\$52,317	\$53,520	\$54,778
PROMOTION				
B2-R1-2	\$52,869	\$54,084	\$55,328	\$56,629
B2-R1-3	\$53,808	\$55,045	\$56,311	\$57,635
B2-R1-4	\$54,800	\$56,060	\$57,349	\$58,697
B2-R1-5	\$56,117	\$57,408	\$58,728	\$60,108
B2-R1-6	\$56,927	\$58,236	\$59,575	\$60,975
PROMOTION				
B3-R1-2	\$59,240	\$60,603	\$61,997	\$63,454
B3-R1-3	\$60,422	\$61,810	\$63,232	\$64,717
B3-R1-4	\$61,590	\$63,006	\$64,455	\$65,970
B3-R1-5	\$63,188	\$64,641	\$66,128	\$67,683
B3-R1-6	\$64,139	\$65,614	\$67,123	\$68,701
PROMOTION				
B4-R1-2	\$66,344	\$67,870	\$69,431	\$71,063
B4-R1-3	\$68,072	\$69,638	\$71,239	\$72,914
B4-R1-4	\$69,901	\$71,509	\$73,153	\$74,873
ADVANCED ASSESSMENT POINT				
B4-R2-2	\$71,082	\$72,719	\$74,391	\$76,139
B4-R2-3	\$72,933	\$74,610	\$76,326	\$78,120
B4-R2-4	\$75,347	\$77,080	\$78,852	\$80,705
B4-R2-5	\$76,479	\$78,238	\$80,038	\$81,919
PROMOTION				
B5-R1-2	\$79,757	\$81,592	\$83,468	\$85,430
B5-R1-3	\$81,759	\$83,639	\$85,563	\$87,574
ADVANCED ASSESSMENT POINT				
B5-R2-1	\$82,940	\$84,846	\$86,797	\$88,838
B5-R2-2	\$83,710	\$85,635	\$87,605	\$89,663
PROMOTION				
B6-R1-2	\$87,675	\$89,691	\$91,754	\$93,910
B6-R1-3	\$89,428	\$91,484	\$93,588	\$95,787
B6-R1-4	\$92,403	\$94,529	\$96,704	\$98,976
ADVANCED ASSESSMENT POINT				
B6-R2-2	\$94,773	\$96,955	\$99,185	\$101,516
B6-R2-3	\$96,490	\$98,709	\$100,979	\$103,352
B6-R2-4	\$98,228	\$100,487	\$102,799	\$105,214



B6-R2-5	\$99,490	\$101,778	\$104,120	\$106,566
PROMOTION				
B7-R1-2	\$104,259	\$106,658	\$109,111	\$111,676
B7-R1-3	\$106,344	\$108,791	\$111,293	\$113,909
ADVANCED ASSESSMENT POINT				
B7-R2-2	\$108,471	\$110,966	\$113,518	\$116,185
B7-R2-3	\$109,784	\$112,310	\$114,893	\$117,592
PROMOTION				
B8-R1-2	\$113,592	\$116,205	\$118,877	\$121,670
B8-R1-3	\$115,865	\$118,530	\$121,256	\$124,105
ADVANCED ASSESSMENT POINT				
B8-R2-2	\$119,930	\$122,688	\$125,510	\$128,460
B8-R2-3	\$121,301	\$124,092	\$126,946	\$129,929
PROMOTION				
B9-R1-2	\$138,991	\$142,187	\$145,457	\$148,875
B9-R1-3	\$145,606	\$148,955	\$152,381	\$155,962
B9-R1-4	\$152,226	\$155,726	\$159,308	\$163,053
B9-R1-5	\$153,759	\$157,295	\$160,913	\$164,695
PROMOTION				
B10-R1-2	\$163,928	\$167,698	\$171,555	\$175,587
B10-R1-3	\$171,734	\$175,684	\$179,725	\$183,948
B10-R1-4	\$179,541	\$183,670	\$187,894	\$192,309
B10-R1-5	\$181,209	\$185,377	\$189,641	\$194,097



Health Services Officers

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
HSO 2-2	\$45,546	\$46,594	\$47,666	\$48,786
HSO 2-3	\$46,050	\$47,110	\$48,193	\$49,325
HSO 2-4	\$46,782	\$47,857	\$48,958	\$50,108
HSO 2-5	\$47,445	\$48,537	\$49,653	\$50,820
PROMOTION				
HSO 3-2	\$47,844	\$48,945	\$50,071	\$51,248
HSO 3-3	\$48,338	\$49,448	\$50,585	\$51,774
HSO 3-4	\$49,025	\$50,153	\$51,307	\$52,513
PROMOTION				
HSO 4-2	\$49,944	\$51,092	\$52,267	\$53,495
HSO 4-3	\$51,372	\$52,554	\$53,763	\$55,027
HSO 4-4	\$52,105	\$53,303	\$54,530	\$55,811
PROMOTION				
HSO 5-2	\$53,808	\$55,045	\$56,311	\$57,635
HSO 5-3	\$54,800	\$56,060	\$57,349	\$58,697
HSO 5-4	\$56,117	\$57,408	\$58,728	\$60,108
HSO 5-5	\$56,927	\$58,236	\$59,575	\$60,975

