

## **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**

(T14822 of 2020)

### **FACILITY ATTENDANTS (TASMANIAN STATE SERVICE) AWARD TASTAFE TEACHING STAFF AWARD TEACHING SERVICE (TASMANIAN PUBLIC SECTOR) AWARD**

DEPUTY PRESIDENT N ELLIS

HOBART, 4 FEBRUARY 2021

**Award variation – salaries and related matters - expenses and other allowances-  
hours of work - award interest - first aid allowance - 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 Facility Attendants (Tasmanian State Service) Award, the TasTAFE Teaching Staff Award, and the Teaching Service (Tasmanian Public Sector) Award.

**[2]** At the hearing on 3 February 2021, Ms Alice van Galen appeared on behalf of MASSA and Mr James Katarzynski appeared on behalf of the United Workers' Union (UWU). Mr Steven Smith filed written submissions on behalf of the Australian Education Union, Tasmanian Branch (AEU).

**[3]** The variations to the TasTAFE Teaching Staff Award and Teaching Service (Tasmanian Public Sector) Award 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 Facility Attendants (Tasmanian State Service) Award were increased: First Aid, Cleaning of Toilets, Availability and Recall and Parental Leave, removing reference to "female".

**[6]** The First Aid Allowance in the TasTAFE Teaching Staff Award is varied from \$795.00 to \$815.00, made by consent as an amendment at the hearing. As this amendment is beneficial to employees, the amendment was accepted.

**[7]** The First Aid Allowance in the Teaching Service (Tasmanian Public Sector) Award is varied in accordance with the Award mechanism.

[8] In addition, the variation of the clauses, 'Award Interest' and 'Contract of Employment' of the Facilities Attendants (Tasmanian State Service) Award, includes an update to the name of the United Voice, Tasmanian Branch to United Workers' Union Tasmanian Branch.

[9] The AEU, UWU and MASSA filed written submissions supporting the approval of the relevant Awards. It was 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

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

[11] 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.

[12] An order reflecting this decision will follow.



**Appearances:**

Ms Alice van Galen for MASSA

Mr James Katarzynski for the UWU

**Date and place of hearing:**

2021

3 February

HOBART