

T14825 of 2020



*Industrial Relations Act 1984*  
s 55 Industrial Agreement

# GOVERNOR OF TASMANIA EMPLOYEE AGREEMENT 2020

Between the

Governor-in-Council and Official Secretary, Government House

and

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

The Australian Workers' Union, Tasmania Branch



## **1. TITLE**

This Agreement shall be known as the Governor of Tasmania Employee Agreement 2020.

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## **3. PARTIES BOUND**

This Agreement is between the Governor-in-Council and Official Secretary, Government House; the Community and Public Sector Union (State Public Services Federation Tasmania) Inc; and the Australian Workers' Union, Tasmania Branch.

## **4. APPLICATION**

This Agreement is made in respect of employees covered by the Governor of Tasmania Employee Award.

## **5. RELATIONSHIP TO AWARDS AND AGREEMENTS**

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Governor of Tasmania Employee Award.

## **6. DATE AND PERIOD OF OPERATION**

- (i) This Agreement cancels and replaces the Governor of Tasmania Staff Enterprise Agreement 2012.
- (ii) This Agreement has effect from the date of registration and will remain in force until 30 June 2022.





- (iii) The parties agree to commence negotiations for a replacement Agreement on or before 30 April 2022.

## **7. SALARY INCREASES**

Salaries will increase as follows:

- (i) 2.3 per cent per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2020.
- (ii) 2.35 per cent per annum with effect from the first full pay period commencing ffppcooa 1 December 2021.

Schedule 1 of this agreement sets out the annual rates of pay effective ffppcooa 1 December 2020 and ffppcooa 1 December 2021 for employees covered by the Governor of Tasmania Employee Award.

## **8. RENEWAL OF EMPLOYMENT CONTRACTS**

- (i) The accepted practice at Government House is for temporary employment contracts to be renewed, subject to the employee satisfying the requirements for appropriate performance according to the performance management process at Government House.
- (ii) For the life of this Agreement temporary employment contracts are to be renewed provided the employee satisfies performance and conduct requirements as specified in sub-clause (i) of this clause.

## **9. CONDUCT AND CONFIDENTIALITY**

All employees are required to:-

- (i) promptly and correctly carry out all duties required by their position and any other duty that they are directed to perform by their supervisor or the employer;
- (ii) comply with all Regulations and instructions that determine or specify the performance of their duties;
- (iii) strictly observe the confidentiality requirements relating to their position or the performance of their duties;
- (iv) under no circumstances discuss any aspect of the operation of Government House with a news media representative;
- (v) not hold any other position of profit or engage in any occupation for reward other than their position at Government House, without the express permission of the employer. Provided that this requirement does not apply to casual employees.

## **10. DISPUTE SETTLING PROCEDURE**



- (i) The parties are committed to avoiding industrial disputation about the application of this Agreement.
- (ii) If a grievance or dispute arise about the application of this Agreement:
  - a. In the first instance, it is to be dealt with at the workplace by appropriate employer and employee representatives;
  - b. 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
  - c. If still unresolved, the matter will be referred to the Tasmanian Industrial Commission.
- (iii) Where a grievance or dispute is being dealt with under this process, normal work will continue.
- (iv) This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance under the *Industrial Relations Act 1984*, or any other relevant legislation.

## II. 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.



## 12. SIGNATORIES

SIGNED FOR AND ON BEHALF OF  
The Governor-in-Council/Official Secretary, Government House

Signed: .....  .....

Name: ..... DAVID OWEN .....

Date: ..... 21/12/20 .....


SIGNED FOR AND ON BEHALF OF  
Community and Public Sector Union (State Public Services Federation Tasmania) Inc.

Signed: .....  .....

Name: ..... Thirza White .....

Date: ..... 21/12/20 .....

SIGNED FOR AND ON BEHALF OF  
Australian Workers' Union Tasmania Branch

Signed: .....  .....

Name: ..... Robert Flanagan .....

Date: ..... 21/12/20 .....





# SCHEDULE I – SALARIES

Band	Current	2.3% from FFPPCOOA 1/1/20	2.35% from FFPPCOOA 1/1/21
B1-R1-1	\$44,838	\$45,869	\$46,947
B1-R1-3	\$47,948	\$49,051	\$50,204
B1-R2-2	\$51,052	\$52,226	\$53,453
B1-R2-4	\$53,971	\$55,212	\$56,509
B1-R2-5	\$54,742	\$56,001	\$57,317
PROMOTION			
B2-R1-2	\$56,640	\$57,943	\$59,305
B2-R1-3	\$57,681	\$59,008	\$60,395
B2-R1-4	\$58,770	\$60,122	\$61,535
B2-R1-5	\$60,199	\$61,584	\$63,031
B2-R1-6	\$61,069	\$62,474	\$63,942
PROMOTION			
B3-R1-2	\$63,614	\$65,077	\$66,606
B3-R1-3	\$64,886	\$66,378	\$67,938
B3-R1-4	\$66,138	\$67,659	\$69,249
B3-R1-5	\$67,857	\$69,418	\$71,049
B3-R1-6	\$68,878	\$70,462	\$72,118
PROMOTION			
B4-R1-2	\$71,248	\$72,887	\$74,600
B4-R1-3	\$73,103	\$74,784	\$76,541
B4-R1-4	\$75,062	\$76,788	\$78,593
ADVANCED ASSESSMENT POINT			
B4-R2-2	\$76,329	\$78,085	\$79,920
B4-R2-3	\$78,314	\$80,115	\$81,998
B4-R2-4	\$80,933	\$82,794	\$84,740
B4-R2-5	\$82,152	\$84,041	\$86,016
PROMOTION			
B5-R1-2	\$85,575	\$87,543	\$89,600
B5-R1-3	\$87,739	\$89,757	\$91,866
ADVANCED ASSESSMENT POINT			
B5-R2-1	\$88,994	\$91,041	\$93,180
B5-R2-2	\$89,811	\$91,877	\$94,036
PROMOTION			
B6-R1-2	\$93,939	\$96,100	\$98,358
B6-R1-3	\$95,818	\$98,022	\$100,326
B6-R1-4	\$98,948	\$101,224	\$103,603
ADVANCED ASSESSMENT POINT			



B6-R2-2	\$101,469	\$103,803	\$106,242
B6-R2-3	\$103,255	\$105,630	\$108,112
B6-R2-4	\$105,031	\$107,447	\$109,972
B6-R2-5	\$106,375	\$108,822	\$111,379
<i>PROMOTION</i>			
B7-R1-2	\$111,512	\$114,077	\$116,758
B7-R1-3	\$113,742	\$116,358	\$119,092
<i>ADVANCED ASSESSMENT POINT</i>			
B7-R2-2	\$116,017	\$118,685	\$121,474
B7-R2-3	\$117,415	\$120,116	\$122,939
<i>PROMOTION</i>			
B8-R1-2	\$121,429	\$124,222	\$127,141
B8-R1-3	\$123,858	\$126,707	\$129,685
<i>ADVANCED ASSESSMENT POINT</i>			
B8-R2-2	\$128,231	\$131,180	\$134,263
B8-R2-3	\$129,689	\$132,672	\$135,790

