

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s 23(1) application for award or variation of award

The Governor-in Council; the Official Secretary
(T14824 of 2020)

GOVERNOR OF TASMANIA EMPLOYEE AWARD

PRESIDENT D BARCLAY
DEPUTY PRESIDENT N ELLIS
COMMISSIONER T LEE

HOBART, 2 MARCH 2021

Award variation – Approval of Governor of Tasmania Employee Award - effective from 2 March 2021

DECISION

[1] On 24 December 2020, The Governor-in Council; the Official Secretary lodged with the Registrar, pursuant to section 23(1) of the *Industrial Relations Act 1984*, an application to vary the Governor of Tasmania Employee Award.

[2] The Application was initially listed before a single Commissioner as a variation. However upon enquiry it became apparent that the variation was in fact to all but the scope and award interest provisions. Accordingly the matter was relisted for hearing before the Full Bench.

[3] At the hearing on 2 March 2021, Mr Andrew Prior appeared on behalf of The Governor-in Council; the Official Secretary, and Ms Natalie Jones appeared on behalf of The Community and Public Sector Union (State Public Services Federation Tasmania) Inc.

[4] The Australian Workers' Union, Tasmania Branch lodged written submissions in support of the Application adopting the submissions of the Applicant.

[5] The Applicant also provided detailed written submissions. Importantly having regard to s 36 of the *Industrial Relations Act 1984* (the Act) the Applicant submitted:¹

"10.1 Government House employs 80 staff in a variety of roles. Given this relative small number and the unique nature of the work undertaken, there are no broad impacts upon other industries by the making of this award.

10.2 All salary increases and improvement in conditions have been fully costed and included in forward budget provisions for Government House. In the making of this award no employee is disadvantaged or worse off than they were under the previous award. There are no budget offsets required to facilitate the provisions of this award.

¹Applicant Submissions, para 10

10.3 Throughout the negotiation period all parties recognised that it was desirable to structure the award in order to align the conditions of employment for Government House staff as close as possible to those of other public sector employees. This was done to ensure consistency across public sector awards and to bring contemporary workplace practices to Government House.

10.4 For these reasons we submit that the making of this Award is in the public interest."

[6] Ms Jones indicated consent to the Application and, as with the AWU adopted the submissions of the Applicant.

[7] We note that the provisions of the proposed Award does not disadvantage those employees covered by it. Any benefits accrued or obligation incurred under the old award (which this award supersedes) are preserved.

[8] We are satisfied that the making of the Award is consistent with the public interest within the meaning of s 36 of the Act. Accordingly we approve the making of the Award. The Award commences on 2 March 2021.

[9] An order reflecting this decision will follow.



D J Barclay
President

Appearances:

A Prior for The Governor-in Council; the Official Secretary

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

Date and place of hearing:

2021

2 March

Hobart