



TASMANIA

## TASMANIAN INDUSTRIAL COMMISSION

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**CITATION:** Filing of the Department of State Growth Engineers Industrial Agreement 2023 [2023] TASIC 25

**PARTIES:**

Minister administering the *State Service Act 2000*

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

**SUBJECT:** *Industrial Relations Act 1984*, s 55(2) application for filing of Industrial Agreement

**FILE NO:** T15035 of 2023

**HEARING DATE(S):** 15 June 2023

**HEARING LOCATION:** Hobart

**DATE REASONS ISSUED:** 15 June 2023

**COMMISSIONER:** Deputy President Ellis

**CATCHWORDS:** Industrial agreement – new agreement – change of parties - order by consent - operative from 1 March 2023.

**REPRESENTATION:**

E McCarthy, J Cooke for the Minister administering the *State Service Act 2000*

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

## FILING OF THE DEPARTMENT OF STATE GROWTH ENGINEERS INDUSTRIAL AGREEMENT 2023 [2023] TASIC 25

### REASONS FOR DECISION

15 JUNE 2023

**[1]** On 13 June 2023, the Minister administering the *State Service Act 2000* lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act 1984* (the Act), an application to file the Department of State Growth Engineers Industrial Agreement 2023 (the Agreement).

**[2]** The Agreement is intended to take effect from 1 March 2023 and to remain in force until 28 February 2026.

**[3]** The Agreement has the Community and Public Sector (State Public Services Federation Tasmania) as a new party representing engineers working within the Department of State Growth. The clauses in the new Agreement replicate and improve on the current clauses in the Department of State Growth Engineers Industrial Agreement 2020.

**[4]** Clause 6 provides this Agreement prevails to the extent of any inconsistency with the 2020 Agreement. An application to retire the 2020 Agreement has been lodged pursuant to s 55(9) of the Act, by consent with the Association of Professional Engineers, Scientists and Managers, Australia.

**[5]** The major changes included in this Agreement are as follows:

- a. Clause 7, Salary increases following the application of a flat rate \$1000 cost of living increase are as follows:
  - i. 3.5% with the date of effect from the first full pay period on or after ('ffppoa') 31 March 2023,
  - ii. 3 % increase from ffppoa 31 March 2024, and
  - iii. 3 % increase effective from ffppoa 31 March 2025.
- b. Clause 10 provides a commitment to review the classification descriptors within the six months post registration and includes new advanced assessment points between Band A Levels 5 and Level 6, Band B Levels 3 and 4, and Band C levels 3 and 4, as well as the removal of Band A Level 1;
- c. Clause 11 provides a Professional Development Fund of \$5000 per employee per annum, accessible both for group and individual training;
- d. Clause 12 provides payment for Christmas Close Down Days with no deduction from recreation leave to reflect generic state service conditions; and
- e. Clause 13 includes Personal Leave Accumulation Scheme reflecting the current arrangements for other state service employees.

**[6]** The parties submitted that no employees covered by the Agreement would be disadvantaged by the Agreement, the approval would be in the public interest and it is made with the consent of the parties. CPSU submitted the membership ballot indicated 85% of members approved the offer.

**[7]** Having regard to the submissions of the parties and the terms of the Agreement, I am satisfied that the agreement is consistent with the public interest, and it does not disadvantage the employees concerned. I am satisfied that there is genuine consent to the Agreement by the parties to it and that the Agreement is not for a period of more than five years.

**[8]** Pursuant to s 55(4) of the Act, the Agreement is approved, effective from 1 March 2023. The file will now be referred to the Registrar for registration in accordance with s 56 of the Act.

