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IN THE TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T.1531 of 1988

**IN THE MATTER OF AN APPLICATION BY
THE TASMANIAN PUBLIC SERVICE
ASSOCIATION TO VARY THE **TOURISM
TASMANIA STAFF AWARD****

**RE: HIGHER AND MORE RESPONSIBLE
DUTIES ALLOWANCE**

ORDER -

No. 3 of 1988

THE **TOURISM TASMANIA STAFF AWARD** IS VARIED IN THE FOLLOWING MANNER:

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1. Amend Clause 9 - Conditions of Service by inserting in subclause B the following:

- "48 - Maternity Leave
- 49 - Adoption Leave
- 53 - Travelling time and expense while stationed away from headquarters
- 55 - Absence of employees due to injury sustained, or illness contracted, in the course of employment."

2. Delete Clause 12 - Higher Duties Allowance and insert in lieu thereof the following:

"12. HIGHER AND MORE RESPONSIBLE DUTIES ALLOWANCE

(a) Higher Duties Allowance

- (i) Where an employee is directed by the controlling authority to perform temporarily the duties of an employee with a higher classification for a period of five days or more that employee shall be paid an allowance equal to the difference between the employee's own salary and the minimum salary of the higher position.
- (ii) Where an employee is directed by the controlling authority to perform temporarily a part of the duties of an employee with a higher classification for a period of five days or more, that employee will receive an allowance established by reference to the proportion that the duties assumed bear to the whole of the duties of the higher position and the difference between the employee's substantive salary and the minimum salary of the higher position.
- (iii) Where an employee is promoted to a higher position in which that employee has previously been performing the duties in a temporary capacity, that employee will receive the increment to which the employee would normally have been entitled had the employee been promoted to the position at the commencement of the period of acting duty.
- (iv) Where an employee continues to perform the higher duties as provided for in subclause (a)(i) for a period of more than twelve months an increment if provided for in the higher classification position shall be paid.

PROVIDED that no employee shall be entitled to receive any increase in salary by virtue of this subclause, unless, in the opinion of the controlling authority, his conduct, diligence and efficiency during the twelve months immediately prior to the date from which such increase would be payable shall have been satisfactory.

- (v) For the purpose of this subclause reference to employee does not include temporary or casual employees.

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(b) More Responsible Duties Allowance

- (i) Where an employee is required to perform more responsible duties which are not capable of being paid as provided for in paragraphs (a)(i) and (a)(ii) above the controlling authority shall authorise a more responsible duties allowance.

The allowance shall be established by reference to the value of the more responsible duties involved.

- (ii) For the purpose of this subclause reference to employee does not include temporary or casual employees.

(c) Effect of Leave Periods

- (i) Where an employee receiving an allowance under subclause (a) and (b) above proceeds on approved leave, sick leave or leave in lieu of overtime, the employee will continue to receive that allowance provided that the duties continue after the period of such leave.

(d) Overtime

- (i) Payment for overtime shall be at the classification rate inclusive of the allowance provided in subclauses (a) or (b) above."

DATE OF OPERATION

The foregoing variations shall take effect from the beginning of the first full pay period commencing on or after 23 September 1988.

R.K. Gozzi
COMMISSIONER

30 September 1988