

Industrial Relations Act 1984
s55 Industrial Agreement

PUBLIC SECTOR UNIONS

WAGES AGREEMENT

2016

Between the

Minister Administering the *State Service Act 2000*

and the

Association of Professional Engineers, Scientists and
Managers, Australia

Australian Education Union, Tasmanian Branch;

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

Health Services Union, Tasmania Branch; and

United Voice, Tasmanian Branch





1. TITLE

This Agreement shall be known as the **Public Sector Unions Wages Agreement 2016**.

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3. PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000*; the Association of Professional Engineers, Scientists and Managers, Australia; the Australian Education Union, Tasmanian Branch; the Community and Public Sector Union (State Public Services Federation Tasmania) Inc; the Health Services Union, Tasmania Branch; and United Voice, Tasmanian Branch.

4. APPLICATION

This Agreement is made in respect of employees covered by the Tasmanian State Service Award, and the Health and Human Services (Tasmanian State Service) Award (HAHSA) excluding those employees covered by Appendix 11, Dental Officers of HAHSA.

5. RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the relevant Awards, the Tasmanian State Service Award (TSSA) and the Health and Human Services (Tasmanian State Service) Award, or any registered Agreement with the Minister administering the *State Service Act 2000*.

6. DATE AND PERIOD OF OPERATION

- (i) This Agreement has effect from the date of registration and will remain in force until 30 June 2018.
- (ii) The parties agree to commence negotiations for a replacement Agreement on or before 30 April 2018.



7. SALARY INCREASES

Salaries will increase as follows:

- (i) 2 per cent per annum with effect from the first full pay period commencing on or after (ffppcooa)1 December 2016, or \$1144 per annum whichever is the greater.
- (ii) 2 per cent per annum with effect from the first full pay period commencing on or after (ffppcooa)1 December 2017, or \$1167 per annum, whichever is the greater.

Schedule 1 of this agreement sets out the annual rates of pay effective ffppcooa 1 December 2016 and ffppcooa 1 December 2017 for employees covered by the Tasmanian State Service Award.

Schedule 2 of this agreement sets out the annual rates of pay effective ffppcooa 1 December 2016 and ffppcooa 1 December 2017 for employees covered by the Health and Human Services (Tasmanian State Service) Award.

Schedules 3 and 4 of this agreement sets out the annual rates of pay effective ffppcooa 1 December 2016 and ffppcooa 1 December 2017 for employees covered by the Tasmanian State Service Award who are participating in the Purchased Leave Scheme and replace Tasmanian State Service Award Appendix 18.

Schedules 5 and 6 of this agreement sets out the annual rates of pay effective ffppcooa 1 December 2016 and ffppcooa 1 December 2017 for employees covered by the Health and Human Services (Tasmanian State Service) Award who are participating in the Purchased Leave Scheme and replace Health and Human Services (Tasmanian State Service) Award Appendix 12.

8. NOVATED LEASE

- (i) Employees may elect to salary sacrifice a proportion of their salary for the novated lease of a motor vehicle subject to compliance with any Tasmanian or Commonwealth government directive and legislation.
- (ii) All salary sacrifice arrangements are to be administered by an organisation nominated by the employer following consultation with unions.



- (iii) All fringe benefits tax, other tax liabilities, and/or direct administrative costs incurred by a salary sacrifice arrangement under this clause is the employee's responsibility and does not create any employer liability.
- (iv) The salary payable to an employee who enters into a salary sacrifice arrangement is the salary payable under that arrangement.
- (v) Payment of an accrued leave entitlement, or in lieu of notice, made to an employee who ceases employment and employer and employee superannuation contributions and overtime and penalty payments are based on the salary that would have been payable had the salary sacrifice agreement not existed.
- (vi) An employee who withdraws from a salary sacrifice arrangement is required to comply with the requirements of the administrator of that arrangement.

9. LACTATION BREAKS/ FACILITIES

In order that employees can better combine the demands of work and parental responsibilities, an employee is to have reasonable time and access to suitable facilities in the workplace for the purpose of expressing milk, breastfeeding, or any other activity necessary for breastfeeding and expressing in the workplace.

10. NIGHT SHIFT ALLOWANCE – HEALTH AND HUMAN SERVICES (TASMANIAN STATE SERVICE) AWARD

- (i) In substitution for the night shift allowance provision contained within Part VIII, Clause 1 of the Health and Human Services (Tasmanian State Service) Award, a shift worker, whilst on night shift, is to be paid 18 per cent more than the ordinary rate for such shift from first full pay period commencing on or after 1 December 2016.
- (ii) In substitution for the night shift allowance provision contained within Part VIII, Clause 1 of the Health and Human Services (Tasmanian State Service) Award, a shift worker, whilst on night shift, is to be paid 22 per cent more than the ordinary rate for such shift from first full pay period commencing on or after 1 December 2017.



- (iii) The other provisions regarding shift payments contained in HAHSa continue to apply.

11. CASHING OUT OF RECREATION LEAVE

An employee and employer may agree for the employee to cash out a particular amount of their accrued recreation leave subject to:

- (i) The amount of recreation leave to be cashed out cannot result in the employee's remaining accrued entitlement being less than one (1) year's entitlement; and
- (ii) Cashing out of a particular amount of excess recreation leave must be by separate agreement in writing between the employer and the employee; and
- (iii) The employee is to be paid the amount of salary that would have been payable had the employee taken the leave that is now forgone; and
- (iv) The employee and the employer are to agree on an amount of accrued recreation leave that the employee is required to access in the year in which the leave is to be cashed out.

12. EMAIL AND INTERNET ACCESS

- (i) Wherever practicable the employer is to provide all employees with an email account and access to the internet.
- (ii) Employees are to comply with relevant policy on the use of both email and internet.

13. PERSONAL LEAVE ACCUMULATION SCHEME

- (i) The personal leave accumulation scheme only applies to employees covered by the scope of the Tasmanian State Service Award (TSSA).
- (ii) A full time employee covered by the personal leave accumulation scheme is entitled to 147 hours (or 152 hours for employees working a 38 hour week) of personal leave in each personal leave year. A part-time employee is entitled to personal leave in direct proportion to the number of hours worked compared to a full time employee.



- (iii) Personal leave for a full time employee accrues at the rate of 5.65 hours (5.85 hours for an employee working a 38 hour week) for each completed fortnight of service. Any personal leave not used in any personal leave year is added to the following years' accrual to a maximum accrual of 1911 hours (or 1976 hours for employees working a 38 hour week).
- (iv) This provision is an alternate to the triennium scheme as detailed in TSSA Part VIII, Clause 3(d) and applies to all new employees from 1 March 2014, including fixed term employees. Fixed term employees employed from 1 March 2014 will not be able to transfer into the triennium scheme as detailed in TSSA Part VIII, Clause 3(f).
- (v) Existing employees as at 1 March 2014 may elect to transfer from the triennium entitlement as detailed in TSSA Part VIII, Clause 3(d) to the accumulation scheme.
- (vi) An election to transfer may be made from 1 March 2014 with a date of effect of 1 July 2014. An election to transfer made after 1 June 2014 will have a date of effect 4 weeks after the application is made.
- (vii) An employee who makes an election to transfer their entitlement from the triennium scheme to the accumulation scheme is to have their personal leave balance recalculated by multiplying their fulltime equivalent years of service with the accumulated leave scheme annual entitlement (147 hours), less all personal leave used during their service and up to the date of transfer. This will become their new personal leave balance.
- (viii) Once a new employee has been assigned to the accumulation scheme or an existing employee has elected to transfer to the accumulation scheme they cannot revert back to the triennium scheme.
- (ix) Other than the method of accrual of personal leave, all other provisions of TSSA Part VIII, Clause 3 continues to apply.

14. ADJUSTMENT OF WAGE RELATED ALLOWANCES

Unless specified separately in this Agreement, all the monetary allowances in this Agreement will be automatically adjusted upward from 1 July each year by the same percentage as the salary rate for lowest level of the Band 4 classification of the Tasmanian State Service

Award increases between 1 July in the preceding year and 30 June of that year.

15. DISPUTE SETTLING PROCEDURE

In circumstances where discussions and negotiations between the parties fail to resolve a matter arising out of this Agreement a party may choose to refer that matter to the Tasmanian Industrial Commission for conciliation or arbitration.

16. NO EXTRA CLAIMS

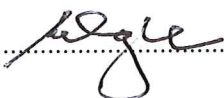
The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salary or conditions of employment.



18. SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*


Signed: 

Name: Frank Ogle

Date: 19/12/16

SIGNED FOR AND ON BEHALF OF

Association of Professional Engineers, Scientists and Managers, Australia

Signed: 

Name: Luke Crowley

Date: 19/12/16

SIGNED FOR AND ON BEHALF OF

Australian Education Union, Tasmanian Branch

Signed: 

Name: Roz Madden

Date: 19.12.16



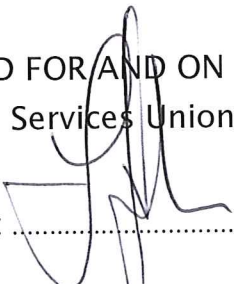
SIGNED FOR AND ON BEHALF OF
Community and Public Sector Union (State Public Services Federation
Tasmania) Inc.

Signed: 

Name: Tom Lynch

Date: 19/12/16

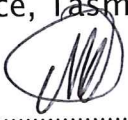
SIGNED FOR AND ON BEHALF OF
Health Services Union, Tasmania Branch

Signed: 

Name: Tim JACOBSON

Date: 19/12/16

SIGNED FOR AND ON BEHALF OF
United Voice, Tasmanian Branch

Signed: 

Name: Jannette Armstrong

Date: 19/12/16





SCHEDULE 1 – SALARIES FOR TASMANIAN STATE SERVICE AWARD

General Stream Salaries

TSSA General Stream	Current	2% or \$1144 per annum (whichever is greater) from FFPPCOOA 1/12/16	2% or \$1167 per annum (whichever is greater) from FFPPCOOA 1/12/17
B1-R1-1	\$ 40,511	\$ 41,655	\$ 42,822
B1-R1-3	\$ 43,480	\$ 44,624	\$ 45,791
B1-R2-2	\$ 46,445	\$ 47,589	\$ 48,756
B1-R2-4	\$ 49,233	\$ 50,377	\$ 51,544
B1-R2-5	\$ 49,969	\$ 51,113	\$ 52,280
PROMOTION			
B2-R1-2	\$ 51,782	\$ 52,926	\$ 54,093
B2-R1-3	\$ 52,775	\$ 53,919	\$ 55,086
B2-R1-4	\$ 53,816	\$ 54,960	\$ 56,127
B2-R1-5	\$ 55,181	\$ 56,325	\$ 57,492
B2-R1-6	\$ 56,011	\$ 57,155	\$ 58,322
PROMOTION			
B3-R1-2	\$ 58,394	\$ 59,562	\$ 60,753
B3-R1-3	\$ 59,562	\$ 60,753	\$ 61,968
B3-R1-4	\$ 60,711	\$ 61,925	\$ 63,164
B3-R1-5	\$ 62,289	\$ 63,535	\$ 64,805
B3-R1-6	\$ 63,226	\$ 64,491	\$ 65,780
PROMOTION			
B4-R1-2	\$ 65,401	\$ 66,709	\$ 68,043



B4-R1-3	\$ 67,104	\$ 68,446	\$ 69,815
B4-R1-4	\$ 68,902	\$ 70,280	\$ 71,686
ADVANCED ASSESSMENT POINT			
B4-R2-2	\$ 70,065	\$ 71,466	\$ 72,896
B4-R2-3	\$ 71,887	\$ 73,325	\$ 74,791
BR-R2-4	\$ 74,292	\$ 75,778	\$ 77,293
B4-R2-5	\$ 75,410	\$ 76,918	\$ 78,457
PROMOTION			
B5-R1-2	\$ 78,552	\$ 80,123	\$ 81,726
B5-R1-3	\$ 80,538	\$ 82,149	\$ 83,792
ADVANCED ASSESSMENT POINT			
B5-R2-1	\$ 81,691	\$ 83,325	\$ 84,991
B5-R2-2	\$ 82,441	\$ 84,090	\$ 85,772
PROMOTION			
B6-R1-2	\$ 86,230	\$ 87,955	\$ 89,714
B6-R1-3	\$ 87,955	\$ 89,714	\$ 91,508
B6-R1-4	\$ 90,829	\$ 92,646	\$ 94,498
ADVANCED ASSESSMENT POINT			
B6-R2-2	\$ 93,143	\$ 95,006	\$ 96,906
B6-R2-3	\$ 94,782	\$ 96,678	\$ 98,611
B6-R2-4	\$ 96,413	\$ 98,341	\$ 100,308
B6-R2-5	\$ 97,646	\$ 99,599	\$ 101,591
PROMOTION			
B7-R1-2	\$ 102,362	\$ 104,409	\$ 106,497
B7-R1-3	\$ 104,409	\$ 106,497	\$ 108,627
ADVANCED ASSESSMENT POINT			
B7-R2-2	\$ 106,497	\$ 108,627	\$ 110,799
B7-R2-3	\$ 107,780	\$ 109,936	\$ 112,134
PROMOTION			
B8-R1-2	\$ 111,465	\$ 113,694	\$ 115,968
B8-R1-3	\$ 113,694	\$ 115,968	\$ 118,287
ADVANCED ASSESSMENT POINT			
B8-R2-2	\$ 117,708	\$ 120,062	\$ 122,463
B8-R2-3	\$ 119,047	\$ 121,428	\$ 123,856
PROMOTION			
B9-R1-2	\$ 135,183	\$ 137,887	\$ 140,644
B9-R1-3	\$ 141,618	\$ 144,450	\$ 147,339
B9-R1-4	\$ 148,056	\$ 151,017	\$ 154,037
B9-R1-5	\$ 149,547	\$ 152,538	\$ 155,589
PROMOTION			
B10-R1-2	\$ 159,438	\$ 162,627	\$ 165,879
B10-R1-3	\$ 167,030	\$ 170,371	\$ 173,778
B10-R1-4	\$ 174,622	\$ 178,114	\$ 181,677
B10-R1-5	\$ 176,245	\$ 179,770	\$ 183,365



Professional Stream Salaries:

TSSA Professional Stream	Current	2% or \$1144 per annum (whichever is greater) from FFPPCOOA 1/12/16	2% or \$1167 per annum (whichever is greater) from FFPPCOOA 1/12/17
P1-R1-2	\$ 59,562	\$ 60,753	\$ 61,968
P1-R1-3	\$ 64,236	\$ 65,521	\$ 66,831
P1-R1-4	\$ 67,104	\$ 68,446	\$ 69,815
P1-R1-5	\$ 70,065	\$ 71,466	\$ 72,896
P1-R1-6	\$ 74,292	\$ 75,778	\$ 77,293
P1-R1-7	\$ 77,012	\$ 78,552	\$ 80,123
<i>ADVANCED ASSESSMENT POINT</i>			
P2-R1-1	\$ 80,538	\$ 82,149	\$ 83,792
P2-R1-2	\$ 83,928	\$ 85,607	\$ 87,319
P2-R1-3	\$ 87,955	\$ 89,714	\$ 91,508
P2-R1-4	\$ 90,829	\$ 92,646	\$ 94,498
P2-R1-5	\$ 93,143	\$ 95,006	\$ 96,906
P2-R1-6	\$ 94,782	\$ 96,678	\$ 98,611
<i>ADVANCED ASSESSMENT POINT</i>			
P2-R2-1	\$ 96,413	\$ 98,341	\$ 100,308
P2-R2-2	\$ 97,646	\$ 99,599	\$ 101,591
<i>PROMOTION</i>			
P3-R1-2	\$ 102,362	\$ 104,409	\$ 106,497
P3-R1-3	\$ 104,409	\$ 106,497	\$ 108,627
<i>ADVANCED ASSESSMENT POINT</i>			
P3-R2-2	\$ 106,497	\$ 108,627	\$ 110,799
P3-R2-3	\$ 107,780	\$ 109,936	\$ 112,134
<i>PROMOTION</i>			
P4-R1-2	\$ 111,465	\$ 113,694	\$ 115,968

P4-R1-3	\$ 113,694	\$ 115,968	\$ 118,287
<i>ADVANCED ASSESSMENT POINT</i>			
P4-R2-2	\$ 117,708	\$ 120,062	\$ 122,463
P4-R2-3	\$ 119,047	\$ 121,428	\$ 123,856
<i>PROMOTION</i>			
P5-R1-2	\$ 135,183	\$ 137,887	\$ 140,644
P5-R1-3	\$ 141,618	\$ 144,450	\$ 147,339
P5-R1-4	\$ 148,056	\$ 151,017	\$ 154,037
P5-R1-5	\$ 149,547	\$ 152,538	\$ 155,589
<i>PROMOTION</i>			
P6-R1-2	\$ 159,438	\$ 162,627	\$ 165,879
P6-R1-3	\$ 167,030	\$ 170,371	\$ 173,778
P6-R1-4	\$ 174,622	\$ 178,114	\$ 181,677
P6-R1-5	\$ 176,245	\$ 179,770	\$ 183,365





SCHEDULE 2 – SALARIES FOR HEALTH AND HUMAN SERVICES (TASMANIAN STATE SERVICE) AWARD

General Stream Salaries:

HAHSA General Stream	Current	2% or \$1144 per annum (whichever is greater) from FFPPCOOA 1/12/16	2% or \$1167 per annum (whichever is greater) from FFPPCOOA 1/12/17
B1-R1-1	\$ 40,165	\$ 41,309	\$ 42,476
B1-R1-3	\$ 43,093	\$ 44,237	\$ 45,404
B1-R2-2	\$ 46,018	\$ 47,162	\$ 48,329
B1-R2-4	\$ 48,710	\$ 49,854	\$ 51,021
B1-R2-5	\$ 49,438	\$ 50,582	\$ 51,749
<i>PROMOTION</i>			
B2-R1-2	\$ 51,187	\$ 52,331	\$ 53,498
B2-R1-3	\$ 52,137	\$ 53,281	\$ 54,448
B2-R1-4	\$ 53,141	\$ 54,285	\$ 55,452
B2-R1-5	\$ 54,474	\$ 55,618	\$ 56,785
B2-R1-6	\$ 55,293	\$ 56,437	\$ 57,604
<i>PROMOTION</i>			
B3-R1-2	\$ 57,617	\$ 58,769	\$ 59,945
B3-R1-3	\$ 58,766	\$ 59,941	\$ 61,140
B3-R1-4	\$ 59,902	\$ 61,100	\$ 62,322
B3-R1-5	\$ 61,457	\$ 62,686	\$ 63,940
B3-R1-6	\$ 62,382	\$ 63,630	\$ 64,902
<i>PROMOTION</i>			
B4-R1-2	\$ 64,527	\$ 65,818	\$ 67,134
B4-R1-3	\$ 66,206	\$ 67,530	\$ 68,881
B4-R1-4	\$ 67,986	\$ 69,346	\$ 70,733
<i>ADVANCED ASSESSMENT POINT</i>			
B4-R2-2	\$ 69,136	\$ 70,519	\$ 71,929
B4-R2-3	\$ 70,935	\$ 72,354	\$ 73,801
BR-R2-4	\$ 73,282	\$ 74,748	\$ 76,243
B4-R2-5	\$ 74,384	\$ 75,872	\$ 77,389
<i>PROMOTION</i>			
B5-R1-2	\$ 77,572	\$ 79,123	\$ 80,706
B5-R1-3	\$ 79,519	\$ 81,109	\$ 82,732
<i>ADVANCED ASSESSMENT POINT</i>			
B5-R2-1	\$ 80,667	\$ 82,280	\$ 83,926
B5-R2-2	\$ 81,417	\$ 83,045	\$ 84,706
<i>PROMOTION</i>			
B6-R1-2	\$ 85,273	\$ 86,978	\$ 88,718
B6-R1-3	\$ 86,978	\$ 88,718	\$ 90,492

ADVANCED ASSESSMENT POINT			
B6-R2-2	\$ 92,178	\$ 94,022	\$ 95,902
B6-R2-3	\$ 93,847	\$ 95,724	\$ 97,638
B6-R2-4	\$ 95,537	\$ 97,448	\$ 99,397
B6-R2-5	\$ 96,765	\$ 98,700	\$ 100,674
PROMOTION			
B7-R1-2	\$ 101,403	\$ 103,431	\$ 105,500
B7-R1-3	\$ 103,431	\$ 105,500	\$ 107,610
ADVANCED ASSESSMENT POINT			
B7-R2-2	\$ 105,500	\$ 107,610	\$ 109,762
B7-R2-3	\$ 106,777	\$ 108,913	\$ 111,091
PROMOTION			
B8-R1-2	\$ 110,481	\$ 112,691	\$ 114,944
B8-R1-3	\$ 112,691	\$ 114,945	\$ 117,244
ADVANCED ASSESSMENT POINT			
B8-R2-2	\$ 116,645	\$ 118,978	\$ 121,357
B8-R2-3	\$ 117,979	\$ 120,339	\$ 122,745
PROMOTION			
B9-R1-2	\$ 135,183	\$ 137,887	\$ 140,644
B9-R1-3	\$ 141,618	\$ 144,450	\$ 147,339
B9-R1-4	\$ 148,056	\$ 151,017	\$ 154,037
B9-R1-5	\$ 149,547	\$ 152,538	\$ 155,589
PROMOTION			
B10-R1-2	\$ 159,438	\$ 162,627	\$ 165,879
B10-R1-3	\$ 167,030	\$ 170,371	\$ 173,778
B10-R1-4	\$ 174,622	\$ 178,114	\$ 181,677
B10-R1-5	\$ 176,245	\$ 179,770	\$ 183,365



Health Services Officer Salaries:

HAHSA Health Services Officer Stream	Current	2% or \$1144 per annum (whichever is greater) from FFPPCOOA 1/12/16	2% or \$1167 per annum (whichever is greater) from FFPPCOOA 1/12/17
HSO Level 2-2	\$ 43,777	\$ 44,921	\$ 46,088
HSO Level 2-3	\$ 44,287	\$ 45,431	\$ 46,598
HSO Level 2-4	\$ 45,027	\$ 46,171	\$ 47,338
HSO Level 2-5	\$ 45,699	\$ 46,843	\$ 48,010
PROMOTION			
HSO Level 3-2	\$ 46,102	\$ 47,246	\$ 48,413
HSO Level 3-3	\$ 46,601	\$ 47,745	\$ 48,912
HSO Level 3-4	\$ 47,297	\$ 48,441	\$ 49,608
PROMOTION			
HSO Level 4-2	\$ 48,227	\$ 49,371	\$ 50,538
HSO Level 4-3	\$ 49,672	\$ 50,816	\$ 51,983
HSO Level 4-4	\$ 50,414	\$ 51,558	\$ 52,725
PROMOTION			
HSO Level 5-2	\$ 52,137	\$ 53,281	\$ 54,448
HSO Level 5-3	\$ 53,141	\$ 54,285	\$ 55,452
HSO Level 5-4	\$ 54,474	\$ 55,618	\$ 56,785
HSO Level 5-5	\$ 55,293	\$ 56,437	\$ 57,604





SCHEDULE 3 – PURCHASED LEAVE SCHEME SALARIES FOR TASMANIAN
STATE SERVICE AWARD EMPLOYEES – GENERAL STREAM

TSSA General Stream - Appendix 18 PLS	PLS Salary effective from ffppcoa 1/12/16	PLS Salary effective from ffppcoa 1/12/17
B1-R1-1	\$ 40,218	\$ 41,345
B1-R1-3	\$ 43,084	\$ 44,211
B1-R2-2	\$ 45,947	\$ 47,074
B1-R2-4	\$ 48,639	\$ 49,766
B1-R2-5	\$ 49,350	\$ 50,476
PROMOTION		
B2-R1-2	\$ 51,100	\$ 52,227
B2-R1-3	\$ 52,059	\$ 53,186
B2-R1-4	\$ 53,064	\$ 54,191
B2-R1-5	\$ 54,382	\$ 55,509
B2-R1-6	\$ 55,183	\$ 56,310
PROMOTION		
B3-R1-2	\$ 57,507	\$ 58,657
B3-R1-3	\$ 58,657	\$ 59,830
B3-R1-4	\$ 59,789	\$ 60,985
B3-R1-5	\$ 61,343	\$ 62,570
B3-R1-6	\$ 62,266	\$ 63,511
PROMOTION		
B4-R1-2	\$ 64,408	\$ 65,696
B4-R1-3	\$ 66,085	\$ 67,406
B4-R1-4	\$ 67,855	\$ 69,212
AAP		
B4-R2-2	\$ 69,001	\$ 70,381
B4-R2-3	\$ 70,795	\$ 72,211
BR-R2-4	\$ 73,164	\$ 74,627
B4-R2-5	\$ 74,265	\$ 75,750
PROMOTION		
B5-R1-2	\$ 77,359	\$ 78,906
B5-R1-3	\$ 79,315	\$ 80,901
AAP		
B5-R2-1	\$ 80,450	\$ 82,059
B5-R2-2	\$ 81,189	\$ 82,812
PROMOTION		
B6-R1-2	\$ 84,920	\$ 86,619

B6-R1-3	\$ 86,619	\$ 88,351
B6-R1-4	\$ 89,449	\$ 91,238
AAP		
B6-R2-2	\$ 91,728	\$ 93,563
B6-R2-3	\$ 93,342	\$ 95,209
B6-R2-4	\$ 94,948	\$ 96,847
B6-R2-5	\$ 96,163	\$ 98,086
PROMOTION		
B7-R1-2	\$ 100,807	\$ 102,823
B7-R1-3	\$ 102,823	\$ 104,879
AAP		
B7-R2-2	\$ 104,879	\$ 106,977
B7-R2-3	\$ 106,143	\$ 108,266
PROMOTION		
B8-R1-2	\$ 109,772	\$ 111,967
B8-R1-3	\$ 111,967	\$ 114,206
AAP		
B8-R2-2	\$ 115,920	\$ 118,238
B8-R2-3	\$ 117,239	\$ 119,583
PROMOTION		
B9-R1-2	\$ 133,130	\$ 135,792
B9-R1-3	\$ 139,467	\$ 142,256
B9-R1-4	\$ 145,807	\$ 148,723
B9-R1-5	\$ 147,275	\$ 150,221
PROMOTION		
B10-R1-2	\$ 157,016	\$ 160,156
B10-R1-3	\$ 164,493	\$ 167,783
B10-R1-4	\$ 171,969	\$ 175,409
B10-R1-5	\$ 173,568	\$ 177,039





SCHEDULE 4 – PURCHASED LEAVE SCHEME SALARIES FOR TASMANIAN
STATE SERVICE AWARD – PROFESSIONAL STREAM

TSSA Professional Stream - Appendix 18 PLS	<i>PLS Salary effective from ffppcooa 1/12/16</i>	<i>PLS Salary effective from ffppcooa 1/12/17</i>
P1-R1-2	\$ 58,657	\$ 59,830
P1-R1-3	\$ 63,260	\$ 64,525
P1-R1-4	\$ 66,085	\$ 67,406
P1-R1-5	\$ 69,001	\$ 70,381
P1-R1-6	\$ 73,164	\$ 74,627
P1-R1-7	\$ 75,842	\$ 77,359
<i>AAP</i>		
P2-R1-1	\$ 79,315	\$ 80,901
P2-R1-2	\$ 82,653	\$ 84,306
P2-R1-3	\$ 86,619	\$ 88,351
P2-R1-4	\$ 89,449	\$ 91,238
P2-R1-5	\$ 91,728	\$ 93,563
P2-R1-6	\$ 93,342	\$ 95,209
<i>AAP</i>		
P2-R2-1	\$ 94,948	\$ 96,847
P2-R2-2	\$ 96,163	\$ 98,086
<i>PROMOTION</i>		
P3-R1-2	\$ 100,807	\$ 102,823
P3-R1-3	\$ 102,823	\$ 104,879
<i>AAP</i>		
P3-R2-2	\$ 104,879	\$ 106,977
P3-R2-3	\$ 106,143	\$ 108,266
<i>PROMOTION</i>		
P4-R1-2	\$ 109,772	\$ 111,967
P4-R1-3	\$ 111,967	\$ 114,206
<i>AAP</i>		
P4-R2-2	\$ 115,920	\$ 118,238
P4-R2-3	\$ 117,239	\$ 119,583
<i>PROMOTION</i>		
P5-R1-2	\$ 133,130	\$ 135,792
P5-R1-3	\$ 139,467	\$ 142,256
P5-R1-4	\$ 145,807	\$ 148,723



P5-R1-5	\$ 147,275	\$ 150,221
<i>PROMOTION</i>		
P6-R1-2	\$ 157,016	\$ 160,156
P6-R1-3	\$ 164,493	\$ 167,783
P6-R1-4	\$ 171,969	\$ 175,409
P6-R1-5	\$ 173,568	\$ 177,039

SCHEDULE 5 – PURCHASED LEAVE SCHEME SALARIES FOR HEALTH AND HUMAN SERVICES (TASMANIAN STATE SERVICE) AWARD EMPLOYEES – GENERAL STREAM

HAHSA General Stream - Appendix 12 PLS	<i>PLS Salary effective from ffppcoa 1/12/16</i>	<i>PLS Salary effective from ffppcoa 1/12/17</i>
B1-R1-1	\$ 39,884	\$ 41,011
B1-R1-3	\$ 42,711	\$ 43,838
B1-R2-2	\$ 45,535	\$ 46,662
B1-R2-4	\$ 48,134	\$ 49,261
B1-R2-5	\$ 48,837	\$ 49,964
<i>PROMOTION</i>		
B2-R1-2	\$ 50,526	\$ 51,652
B2-R1-3	\$ 51,443	\$ 52,570
B2-R1-4	\$ 52,412	\$ 53,539
B2-R1-5	\$ 53,699	\$ 54,826
B2-R1-6	\$ 54,490	\$ 55,617
<i>PROMOTION</i>		
B3-R1-2	\$ 56,742	\$ 57,877
B3-R1-3	\$ 57,873	\$ 59,031
B3-R1-4	\$ 58,992	\$ 60,172
B3-R1-5	\$ 60,523	\$ 61,734
B3-R1-6	\$ 61,434	\$ 62,663
<i>PROMOTION</i>		
B4-R1-2	\$ 63,547	\$ 64,818
B4-R1-3	\$ 65,200	\$ 66,504
B4-R1-4	\$ 66,953	\$ 68,292
<i>AAP</i>		
B4-R2-2	\$ 68,086	\$ 69,448
B4-R2-3	\$ 69,857	\$ 71,255
BR-R2-4	\$ 72,169	\$ 73,612
B4-R2-5	\$ 73,254	\$ 74,719
<i>PROMOTION</i>		



B5-R1-2	\$ 76,394	\$ 77,922
B5-R1-3	\$ 78,311	\$ 79,877
AAP		
B5-R2-1	\$ 79,442	\$ 81,031
B5-R2-2	\$ 80,180	\$ 81,784
PROMOTION		
B6-R1-2	\$ 83,978	\$ 85,657
B6-R1-3	\$ 85,657	\$ 87,370
AAP		
B6-R2-2	\$ 90,778	\$ 92,593
B6-R2-3	\$ 92,421	\$ 94,270
B6-R2-4	\$ 94,086	\$ 95,968
B6-R2-5	\$ 95,295	\$ 97,201
PROMOTION		
B7-R1-2	\$ 99,863	\$ 101,860
B7-R1-3	\$ 101,860	\$ 103,897
AAP		
B7-R2-2	\$ 103,897	\$ 105,975
B7-R2-3	\$ 105,155	\$ 107,258
PROMOTION		
B8-R1-2	\$ 108,803	\$ 110,979
B8-R1-3	\$ 110,979	\$ 113,199
AAP		
B8-R2-2	\$ 114,873	\$ 117,171
B8-R2-3	\$ 116,187	\$ 118,511
PROMOTION		
B9-R1-2	\$ 133,130	\$ 135,792
B9-R1-3	\$ 139,467	\$ 142,256
B9-R1-4	\$ 145,807	\$ 148,723
B9-R1-5	\$ 147,275	\$ 150,221
PROMOTION		
B10-R1-2	\$ 157,016	\$ 160,156
B10-R1-3	\$ 164,493	\$ 167,783
B10-R1-4	\$ 171,969	\$ 175,409
B10-R1-5	\$ 173,568	\$ 177,039



SCHEDULE 6 – PURCHASED LEAVE SCHEME SALARIES FOR HEALTH AND HUMAN SERVICES (TASMANIAN STATE SERVICE) EMPLOYEES – HEALTH SERVICES OFFICERS

HAHSA Health Services Officer Stream Appendix 12 - PLS	<i>PLS Salary effective from ffppcooa 1/12/16</i>	<i>PLS Salary effective from ffppcooa 1/12/17</i>
HSO Level 2-2	\$ 43,371	\$ 44,498
HSO Level 2-3	\$ 43,864	\$ 44,990
HSO Level 2-4	\$ 44,578	\$ 45,705
HSO Level 2-5	\$ 45,227	\$ 46,354
PROMOTION		
HSO Level 3-2	\$ 45,616	\$ 46,743
HSO Level 3-3	\$ 46,098	\$ 47,225
HSO Level 3-4	\$ 46,770	\$ 47,897
PROMOTION		
HSO Level 4-2	\$ 47,668	\$ 48,794
HSO Level 4-3	\$ 49,063	\$ 50,190
HSO Level 4-4	\$ 49,779	\$ 50,906
PROMOTION		
HSO Level 5-2	\$ 51,443	\$ 52,570
HSO Level 5-3	\$ 52,412	\$ 53,539
HSO Level 5-4	\$ 53,699	\$ 54,826
HSO Level 5-5	\$ 54,490	\$ 55,617



SCHEDULE 7 – TASMANIAN STATE SERVICE AWARD – ICT TECHNICIANS SALARIES

Current Classification	Current Salary	NEW Classification	Salary ffppcooa 1 December 2016	Salary ffppcooa 1 Dec 2017
B2-R1-2	\$51,782	REMOVED		
B2-R1-3	\$52,775	B2-R1-3	\$53,919	\$55,086
B2-R1-5	\$55,181	B2-R1-5	\$56,325	\$57,492
B3-R1-2	\$58,394	B3-R1-2	\$59,562	\$60,753
B3-R1-4	\$60,711	B3-R1-4	\$61,925	\$63,164
B4-R1-2	\$65,401	B4-R1-2	\$66,709	\$68,043
B4-R2-1	\$68,902	REMOVED		
B4-R2-2	\$70,065	B4-R2-2	\$71,466	\$72,896
B4-R2-3	\$71,887	B4-R2-3	\$73,325	\$74,791
B4-R2-4	\$74,292	B4-R2-4	\$75,778	\$77,293
B4-R2-5	\$75,410	B4-R2-5	\$76,918	\$78,457



**SCHEDULE 8 – TASMANIAN STATE SERVICE AWARD – ICT TECHNICIAN –
PURCHASED LEAVE SCHEME SALARIES**

Classification	Current Salary	PLS Salary ffppcooa 1 Dec 2016	PLS Salary ffppcooa 1 Dec 2017
B2-R1-3	\$52,775	\$50,954	\$53,186
B2-R1-5	\$55,181	\$53,277	\$55,509
B3-R1-2	\$58,394	\$56,379	\$58,657
B3-R1-4	\$60,711	\$58,616	\$60,985
B4-R1-2	\$65,401	\$63,145	\$65,696
B4-R2-2	\$70,065	\$67,648	\$70,381
B4-R2-3	\$71,887	\$69,407	\$72,211
B4-R2-4	\$74,292	\$71,729	\$74,627
B4-R2-5	\$75,410	\$72,808	\$75,750



SCHEDULE 9 – HEALTH AND HUMAN SERVICES (TASMANIAN STATE SERVICE) AWARD – ICT TECHNICIAN SALARIES

Classification	Current Salary	Salary ffppcooa 1 Dec 2016	Salary ffppcooa 1 Dec 2017
B2-R1-2	\$ 51 187	\$ 52 331	\$ 53 498
B2-R1-3	\$ 52 137	\$ 52 281	\$ 54 448
B2-R1-5	\$ 54 474	\$ 55 618	\$ 56 785
B3-R1-2	\$ 57 617	\$ 58 769	\$ 59 945
B3-R1-4	\$ 59 902	\$ 61 100	\$ 62 322
B4-R1-2	\$ 64 527	\$ 65 818	\$ 67 134
B4-R2-2	\$ 69 136	\$ 70 519	\$ 71 929
B4-R2-3	\$ 70 935	\$ 72 354	\$ 73 801
B4-R2-4	\$ 73 282	\$ 74 748	\$ 76 243
B4-R2-5	\$ 74 384	\$ 75 872	\$ 77 389



SCHEDULE 10 – HEALTH AND HUMAN SERVICES (TASMANIAN STATE SERVICE) AWARD – ICT TECHNICIAN – PURCHASED LEAVE SCHEME SALARIES

Classification	Current Salary	PLS Salary ffppcooa 1 Dec 2016	PLS Salary ffppcooa 1 Dec 2017
B2-R1-2	\$51,187	\$49,421	\$51,652
B2-R1-3	\$52,137	\$50,338	\$52,570
B2-R1-5	\$54,474	\$52,595	\$54,826
B3-R1-2	\$57,617	\$55,629	\$57,877
B3-R1-4	\$59,902	\$57,835	\$60,172
B4-R1-2	\$64,527	\$62,301	\$64,818
B4-R2-2	\$69,136	\$66,751	\$69,447
B4-R2-3	\$70,935	\$68,488	\$71,255
B4-R2-4	\$73,282	\$70,754	\$73,613
B4-R2-5	\$74,384	\$71,818	\$74,719