

## **TASMANIAN INDUSTRIAL COMMISSION**

### ***Industrial Relations Act 1984***

s55(2) application for approval of an industrial agreement

**The Minister administering the State Service Act 2000**

and

**The Association of Professional Engineers, Scientists and Managers, Australia**  
and

**Australian Education Union, Tasmanian Branch**  
and

**Australian Nursing and Midwifery Federation (Tasmanian Branch)**  
and

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

**Health Services Union, Tasmania Branch**  
and

**United Workers' Union, Tasmanian Branch**  
(T14739 of 2019)

## **PUBLIC SECTOR UNIONS WAGES AGREEMENT 2019**

PRESIDENT D J BARCLAY

HOBART, 23 MARCH 2020

**Industrial agreement – application approved – agreement to effect salary increases – agreement operative from the first full pay period on or after 1 July 2019 until 30 June 2022 – forwarded to registrar for registration**

### **DECISION**

**[1]** On 25 February 2020, the Minister administering the *State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to section 55(2) of the *Industrial Relations Act 1984* (the Act), the Public Sector Unions Wages Agreement 2019 (the Agreement). The application also sought the cancellation of the Public Sector Unions Wages Agreement 2018, the Public Sector Unions Wages Agreement 2016, the Public Sector Unions Agreement Extension 2013, and the Public Sector Unions Wages Agreement 2013.

**[2]** At the hearing in Hobart on 27 February 2020, Ms Jane Fitton and Ms Lucy Ross appeared on behalf of MASSA, Mr Adam Clifford appeared on behalf of the Australian Education Union, Tasmanian Branch (AEU), Ms Caroline Saint appeared on behalf of the Australian Nursing and Midwifery Federation (Tasmanian Branch) (ANMF), Ms Natalie Jones appeared on behalf of the Community and Public Sector Union (State Public Services Federation Tasmania) Inc (CPSU), Mr James Eddington appeared on behalf of the Health Services Union, Tasmania Branch (HSU), and Mr James Milligan appeared on behalf of United Workers' Union, Tasmanian Branch (UWU).

[3] The Agreement replaces old agreements. I was told that the Agreement contains all ongoing provisions from previous agreements going back to 2013. I was advised that no person is worse off in consequence of the cancellation of the old agreements. The Agreement contains fewer provisions as many have been moved to the Award.

[4] The Agreement provides for salary increases. The Agreement is also made as part of a package whereby the employer will undertake a review of fixed term employment. It is the aim of the employer to try to keep the use of fixed term appointment to 15% or less. Criteria have been established to aid the review.

[5] Part of the package also includes the establishment of a Jobs and Skills Exchange Working Group to look at whether a mobility register should be established for Tasmania.

[6] Additionally the package provides for the amendment of Employment Direction number 1 relating to promotion without advertising for those in fixed terms for in excess of 36 months. Criteria have been established to assist in determining promotions.

[7] All of the unions who appeared confirmed their content to the approval of the Agreement. All parties submitted the Agreement was in the public interest and that no employees were disadvantaged by the cancellation of the old agreements and the approval of the Agreement.

[8] I am satisfied that the Agreement is consistent with the public interest requirements of the Act, does not disadvantage the employees concerned, and obviously the term of the Agreement does not exceed 5 years. I am satisfied that there is genuine consent to the Agreement by the parties to it. I am satisfied that the cancellation of the Public Sector Unions Wages Agreement 2013, the Public Sector Unions Wages Agreement 2013 Extension, the Public Sector Unions Wages Agreement 2016 and the Public Sector Unions Wages Agreement 2018 are appropriate and that no employee will be disadvantaged by their cancellation. I order cancellation of those agreements.

[9] Pursuant to s55(4) the Agreement is approved with an operative date from the first full period on or after 1 July 2019 and will remain in force until 30 June 2022. The file will now be referred to the Registrar for registration of the Agreement in accordance with the requirements of s56(1) of the Act.



D J BARCLAY  
PRESIDENT

**Appearances:**

Ms Ms J Fitton and Ms L Ross for MASSA  
Ms C Saint for ANMF  
Mr A Clifford for AEU  
Ms N Jones for CPSU  
Mr J Eddington for HSU  
Mr J Milligan for UWU

**Date and place of hearing:**

2020 27 February, Hobart