

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s55(2) application for approval of an industrial agreement

Minister administering the State Service Act 2000

and

The Association of Professional Engineers, Scientists and Managers, Australia

(T14772 of 2020)

DEPARTMENT OF STATE GROWTH ENGINEERS INDUSTRIAL AGREEMENT 2020

PRESIDENT D J BARCLAY

HOBART, 18 JUNE 2020

Industrial agreement – salary increases – revised classification structure - application approved - operative from 20 September 2019 and will remain in force until 31 March 2023 - forwarded to Registrar for registration

DECISION

[1] On 12 June 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), an Application to approve the Department of State Growth Engineers Industrial Agreement 2020 (the Agreement). The application also sought the cancellation of the Department of State Growth Engineers Industrial Agreement 2017 and the Department of State Growth Engineers Industrial Agreement 2019.

[2] As a result of the COVID 19 outbreak the matter was dealt with by way of written submissions. The parties to the Agreement have filed submissions.

[3] The Agreement provides for salary increases on 31 March in each year of its operation. Additionally there is a revised classification structure. The changes to the structure should enable the Department to recruit and retain staff. A professional development clause is also added, where previously the matter had been dealt with by policy.

[4] I note that the engineers covered by the Agreement have already obtained improved conditions as a result of changes to the Tasmanian State Service Award which covers their employment in addition to the Agreement.

[5] Given the improved terms and conditions effected by the Award and the Agreement I am satisfied that cancellation of the old agreements will not disadvantage any employees who were covered by them. I order that the Department of State Growth Engineers Industrial Agreement 2017 and the Department of State Growth Engineers Industrial Agreement 2019 are cancelled.

[6] The parties submitted that the Agreement was in the public interest and that there was genuine consent to it and that no persons affected by the Agreement are disadvantaged.

[7] I am satisfied that the agreement is consistent with the public interest requirements of the Act, does not disadvantage the employees concerned, and the term of the agreement does not exceed 5 years.

[8] Pursuant to s55(4) the agreement is approved with an operative from 20 September 2019 and will remain in force until 31 March 2023. 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.



Parties Representatives:

Ms L Ross for MASSA

Mr L Crowley for APESMA

Date and place of hearing:

Determined on the papers