

T14768 OF 2020



Industrial Relations Act 1984  
s55 Industrial Agreement

## PORT ARTHUR HISTORIC SITE MANAGEMENT AUTHORITY STAFF AGREEMENT 2019

Between the

Minister administering the *State Service Act 2000*

and the

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



## 1 TITLE

This Agreement shall be known as the Port Arthur Historic Site Management Authority Staff Agreement 2019.

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### 3 APPLICATION

This Agreement is made in respect of employees covered by the Port Arthur Historic Site Management Authority Award.

### 4 DATE AND PERIOD OF OPERATION

4.1 This Agreement cancels and replaces the following agreements:

- Port Arthur Historic Site Management Authority Staff Agreement 2018 which was registered on 19 August 2019.
- Port Arthur Historic Site Management Authority Staff Agreement 2016 which was registered on 30 May 2017.
- Port Arthur Historic Site Management Authority Staff Agreement 2014 which was registered on 11 February 2014.

4.3 This Agreement applies with effect from 1 July 2019 and will remain in force until 30 June 2021.

4.4 The parties agree to commence negotiations for a replacement agreement on or before 30 December 2020.

### 5 PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000* and The Community and Public Sector Union (State Public Services Federation Tasmania) Inc.

### 6 RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Port Arthur Historic Site Management Authority Award, or any registered Agreement with the Minister administering the *State Service Act 2000*.

### 7 SALARY INCREASES

7.1 Salaries will increase as follows

- (i) 2.3% per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2019.
- (ii) 2.3% per annum with effect from the ffppcooa 1 December 2020.



- 7.2 Schedule I of this Agreement sets out the annual rates of pay effective ffpccoaa 1 December 2019 and ffpccoaa 1 December 2020 for employees covered by the Port Arthur Historic Site Management Authority Award.

## **8 TOUR GUIDING AND GHOST TOUR GUIDING TRANSITION ARRANGEMENTS**

Commencing from registration of this Agreement, all new guiding employees will be employed as Tour Guides which may include Ghost Tour Guide duties. Current employees, having appointment as Ghost Tour Guide, may elect to convert to a Tour Guide and perform Ghost Tour Guide duties under the conditions of a Tour Guide. Those who don't elect to convert to a Tour Guide will remain under their current arrangements which are set out in Appendix I of the Award.

Prior to this Agreement Ghost Tour guiding was performed by a specific group of employees as a separate role to tour guiding. Ghost Tour Guides had separate engagements, were paid a loaded rate and, similar to casuals, were not entitled to recreation or personal leave. Some Ghost Tour Guides also had appointments as Tour Guides however the hours worked as Ghost Tour Guides were not taken into consideration when calculating an entitlement to overtime.

Unless otherwise agreed, existing Tour Guides as at the date of registration of the agreement, will not be required to perform Ghost Tour Guide duties.

## **9 NOVATED LEASE**

- 9.1 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.
- 9.2 All salary sacrifice arrangements are to be administered by an organisation nominated by the employer following consultation with unions.
- (i) 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.
  - (ii) The salary payable to an employee who enters into a salary sacrifice arrangement is the salary payable under that arrangement.
  - (iii) 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.
  - (iv) An employee who withdraws from a salary sacrifice arrangement is required to comply with the requirements of the administrator of that arrangement.



## 10 GRIEVANCES AND DISPUTE SETTLING PROCEDURE

- 10.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.
- 10.2 If a grievance or dispute arise about the application of this Agreement:
- (i) In the first instance, it is to be dealt with at the workplace by appropriate employer and employee representatives;
  - (ii) In circumstances where discussions at that level fail to resolve the grievance or dispute, the issue will be referred to appropriate union and management representatives; and
  - (iii) If still unresolved, the matter will be referred to the Tasmanian Industrial Commission.
- 10.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.
- 10.4 This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance either under the *State Service Act 2000* or the *Industrial Relations Act 1984*, or any other relevant legislation.

## 11 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.



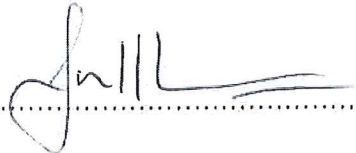


## SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the State Service Act 2000

Signed: .....



Name: .....

Jane Hanna

Date: .....

4 June 2020

SIGNED FOR AND ON BEHALF OF

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

Signed: .....



Name: .....

Tom Lynch

Date: .....

4 June 2020



# Schedule I – Salaries

## General Stream

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020
B1-R1-1	\$43,830	\$44,838	\$45,869
B1-R1-3	\$46,870	\$47,948	\$49,051
B1-R2-2	\$49,904	\$51,052	\$52,226
B1-R2-4	\$52,758	\$53,971	\$55,212
B1-R2-5	\$53,511	\$54,742	\$56,001
PROMOTION			
B2-R1-2	\$55,367	\$56,640	\$57,943
B2-R1-3	\$56,384	\$57,681	\$59,008
B2-R1-4	\$57,449	\$58,770	\$60,122
B2-R1-5	\$58,846	\$60,199	\$61,584
B2-R1-6	\$59,696	\$61,069	\$62,474
PROMOTION			
B3-R1-2	\$62,184	\$63,614	\$65,077
B3-R1-3	\$63,427	\$64,886	\$66,378
B3-R1-4	\$64,651	\$66,138	\$67,659
B3-R1-5	\$66,331	\$67,857	\$69,418
B3-R1-6	\$67,329	\$68,878	\$70,462
PROMOTION			
B4-R1-2	\$69,646	\$71,248	\$72,887
B4-R1-3	\$71,459	\$73,103	\$74,784
B4-R1-4	\$73,374	\$75,062	\$76,788
ADVANCED ASSESSMENT POINT			
B4-R2-2	\$74,613	\$76,329	\$78,085
B4-R2-3	\$76,553	\$78,314	\$80,115
B4-R2-4	\$79,113	\$80,933	\$82,794
B4-R2-5	\$80,305	\$82,152	\$84,041
PROMOTION			
B5-R1-2	\$83,651	\$85,575	\$87,543
B5-R1-3	\$85,766	\$87,739	\$89,757
ADVANCED ASSESSMENT POINT			
B5-R2-1	\$86,993	\$88,994	\$91,041
B5-R2-2	\$87,792	\$89,811	\$91,877
PROMOTION			
B6-R1-2	\$91,827	\$93,939	\$96,100
B6-R1-3	\$93,664	\$95,818	\$98,022
B6-R1-4	\$96,723	\$98,948	\$101,224



	ADVANCED ASSESSMENT POINT		
B6-R2-2	\$99,188	\$101,469	\$103,803
B6-R2-3	\$100,934	\$103,255	\$105,630
B6-R2-4	\$102,670	\$105,031	\$107,447
B6-R2-5	\$103,983	\$106,375	\$108,822
	PROMOTION		
B7-R1-2	\$109,005	\$111,512	\$114,077
B7-R1-3	\$111,185	\$113,742	\$116,358
	ADVANCED ASSESSMENT POINT		
B7-R2-2	\$113,409	\$116,017	\$118,685
B7-R2-3	\$114,775	\$117,415	\$120,116
	PROMOTION		
B8-R1-2	\$118,699	\$121,429	\$124,222
B8-R1-3	\$121,073	\$123,858	\$126,707
	ADVANCED ASSESSMENT POINT		
B8-R2-2	\$125,348	\$128,231	\$131,180
B8-R2-3	\$126,773	\$129,689	\$132,672
	PROMOTION		
B9-R1-2	\$143,957	\$147,268	\$150,655
B9-R1-3	\$150,809	\$154,278	\$157,826
B9-R1-4	\$157,665	\$161,291	\$165,001
B9-R1-5	\$159,253	\$162,916	\$166,663
	PROMOTION		
B10-R1-2	\$169,785	\$173,690	\$177,685
B10-R1-3	\$177,871	\$181,962	\$186,147
B10-R1-4	\$185,956	\$190,233	\$194,608
B10-R1-5	\$187,684	\$192,001	\$196,417





Professional Stream

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020
P1-R1-2	\$63,427	\$64,886	\$66,378
P1-R1-3	\$68,405	\$69,978	\$71,587
P1-R1-4	\$71,459	\$73,103	\$74,784
P1-R1-5	\$74,613	\$76,329	\$78,085
P1-R1-6	\$79,113	\$80,933	\$82,794
P1-R1-7	\$82,011	\$83,897	\$85,827
ADVANCED ASSESSMENT POINT			
P2-R1-1	\$85,766	\$87,739	\$89,757
P2-R1-2	\$89,376	\$91,432	\$93,535
P2-R1-3	\$93,664	\$95,818	\$98,022
P2-R1-4	\$96,723	\$98,948	\$101,224
P2-R1-5	\$99,188	\$101,469	\$103,803
P2-R1-6	\$100,934	\$103,255	\$105,630
ADVANCED ASSESSMENT POINT			
P2-R2-1	\$102,670	\$105,031	\$107,447
P2-R2-2	\$103,983	\$106,375	\$108,822
PROMOTION			
P3-R1-2	\$109,005	\$111,512	\$114,077
P3-R1-3	\$111,185	\$113,742	\$116,358
ADVANCED ASSESSMENT POINT			
P3-R2-2	\$113,409	\$116,017	\$118,685
P3-R2-3	\$114,775	\$117,415	\$120,116
PROMOTION			
P4-R1-2	\$118,699	\$121,429	\$124,222
P4-R1-3	\$121,073	\$123,858	\$126,707
ADVANCED ASSESSMENT POINT			
P4-R2-2	\$125,348	\$128,231	\$131,180
P4-R2-3	\$126,773	\$129,689	\$132,672
PROMOTION			
P5-R1-2	\$143,957	\$147,268	\$150,655
P5-R1-3	\$150,809	\$154,278	\$157,826
P5-R1-4	\$157,665	\$161,291	\$165,001
P5-R1-5	\$159,253	\$162,916	\$166,663
PROMOTION			
P6-R1-2	\$169,785	\$173,690	\$177,685
P6-R1-3	\$177,871	\$181,962	\$186,147
P6-R1-4	\$185,956	\$190,233	\$194,608
P6-R1-5	\$187,684	\$192,001	\$196,417



## Ghost Tour Guides

Rates below are per hour.

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020
Training	\$27.55	\$28.18	\$28.83
Class 1	\$36.95	\$37.80	\$38.67
Class 2	\$38.98	\$39.88	\$40.79
Class 3	\$43.23	\$44.22	\$45.24
Class 4	\$45.30	\$46.34	\$47.41
Class 5	\$46.32	\$47.39	\$48.48

