



## TASMANIAN INDUSTRIAL COMMISSION

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**CITATION:** Filing of the Child Safety Industrial Agreement 2023 [2024] TASIC 5

**PARTIES:**

Minister administering the *State Service Act 2000*

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

Health Services Union, Tasmania Branch

**SUBJECT:** *Industrial Relations Act 1984*, s 55(2) application for filing of Industrial Agreement

**FILE NO:** T15111 of 2024

**HEARING DATE(S):** 29 February 2024

**HEARING LOCATION:** Hobart

**DATE REASONS ISSUED:** 1 March 2024

**COMMISSIONER:** Deputy President Ellis

**CATCHWORDS:** Industrial agreement – new agreement – specific conditions for specified employees working in the Keeping Children Safe portfolio – application approved with effect from 29 February 2024 and remains in force until 30 June 2025.

**REPRESENTATION:**

K Gates, P Gourlay for the Minister administering the *State Service Act 2000*

T Lynch for the Community and Public Sector Union (State Public Services Federation Tasmania) Inc

J Milligan for the Health Services Union, Tasmania Branch

## FILING OF CHILD SAFETY INDUSTRIAL AGREEMENT 2023

### REASONS FOR DECISION

1 MARCH 2024

**[1]** On 21 February 2024, the Minister administering the *State Service Act 2000* ('the Minister') lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act 1984* (Tas), an application to file the Child Safety Industrial Agreement 2023 ('the Agreement').

**[2]** This is a new Agreement and has been filed with the consent of all the parties to provide for specific terms and conditions for specified employees covered by the Allied Health Professionals Public Sector Union Wages Agreement No. 2 of 2022 ('the AHP Agreement'), Schedule 11 that are assigned duties in the Keeping Children Safe Portfolio within the Department of Education, Children and Young People to assist recruitment and retention.

**[3]** This is an interim Agreement, as it is the intent of the parties to negotiate a specific standalone Child Safety Agreement from the AHP Agreement, that includes a new classification structure and specific terms and conditions for all employees within the Child Safety Service of the Keeping Children Safe Portfolio.

**[4]** As outlined in the Minister's submissions;

"...the Child Safety Agreement provides for specific arrangements for those AHPs covered by Schedule 11 of the AHP Agreement including:

- a new Child Safety Payment,
- specific criteria for Competency Progression,
- specific Personal Progression Pathway,
- specific Personal Upgrade Scheme (PUG),
- specified criteria to recognise Masters qualifications and relevant experience on appointment for AHPs' in the Keeping Children Safe Portfolio,
- a commitment to review the classifications of current AHP's covered by the Agreement within 6 months of registration, and
- a further commitment that during the life of the Agreement a new workforce planning and resource allocation model will be developed."

**[5]** The parties agree that the new Agreement provisions do not disadvantage the employees covered by this Agreement, that there is genuine consent of the parties, and consistent with section 55(4C)(b) of the *Industrial Relations Act 1984* (Tas) the public interest is satisfied.

**[6]** Having regard to the submissions of the parties and the terms of the Agreement, I am satisfied that the agreement is consistent with the public interest, and it does not disadvantage the employees concerned. I am satisfied that there is genuine consent to the Agreement by the parties to it and that the Agreement is not for a period of more than five years.

**[7]** Pursuant to s 55(4)(a) of the Act, the Agreement is approved and will take effect from 29 February 2024 and will remain in force until 30 June 2025.

**[8]** The file will now be referred to the Registrar for registration in accordance with s 56 of the Act.

