

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s23(1) application for award or variation of award

The Minister administering the State Service Act 2000

(T14740 of 2020)

TASMANIAN STATE SERVICE AWARD

PRESIDENT D J BARCLAY

HOBART, 23 MARCH 2020

Award variation – appendix 10 – appendix 14 – appendix 15 – update classification references and salary rates that no longer exist- consent application - operative from 1 December 2019

DECISION

[1] On 27 February 2020, The Minister administering *the State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to Section 23(1) of the *Industrial Relations Act 1984*, an application to vary the Tasmanian State Service Award.

[2] At the hearing in Hobart on 27 February 2020, Ms Jane Fitton and Ms Lucy Ross appeared on behalf of MASSA, Ms Natalie Jones appeared on behalf of The Community and Public Sector Union (SPSFT) Inc (CPSU), Mr James Eddington appeared on behalf of the Health Services Union (HSU) and Mr James Milligan appeared on behalf of United Workers' Union, Tasmania Branch (UWU).

[3] I was told the variations arose out of the Public Sector Unions Wages Agreement 2019. The major variations were that superannuation will now be paid when an employee is on parental leave or workers compensation. The award will now also allow for broad banding. Camping allowances have been clarified. Flexitime provisions have been varied to allow more flexibility. There has also been increases in parenting leave in certain circumstances. There have also been variations specific to education in particular support staff may now participate in a scheme so they may accumulate some recreational leave.

[4] The relevant parties submitted the variation sought does not offend the public interest, does not disadvantage those employees covered by the Award and recommended the variations to the Commission.

[5] I am satisfied that the variations are in the public interest and that no employees are disadvantaged.

[6] The application is granted and pursuant to s24 and 36 of the Act the Award is varied in accordance with the application. The variations to the award are operative from 1 December 2019.

[7] An order reflecting this decision will follow.



David Barclay
President

Appearances:

Ms J Fitton and Ms L Ross for MASSA
Mr Eddington for HSU
Ms Jones for CPSU (SPSFT) Inc
Mr James Milligan for UWU

Date and place of hearing:

2020
27 February
Hobart