

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23(1) application for award or variation of award

Police Association of Tasmania

and

Commissioner of Police
(T14773 of 2020)

POLICE AWARD

PRESIDENT D J BARCLAY

HOBART, 1 JULY 2020

Award variation – rosters – shift and penalty allowance – consent application – operative from the first full pay period commencing on or after 1 July 2020

DECISION

- [1] On 12 June 2020, The Police Association of Tasmania lodged with the Registrar, pursuant to Section 23(1) of the *Industrial Relations Act 1984*, an application to vary the Police Award.
- [2] At the hearing in Hobart on 1 July 2020, Mr Marco Ghedini appeared on behalf of the Commissioner of Police (COP) and Mr Mark Kadziolka appeared on behalf of the Police Association of Tasmania (PAT).
- [3] The variation, which introduces another level of shift and penalty allowance of 15% arises from negotiations which occurred primarily at the time of the approval of previous variations to the award in 2017. Part of the agreement included variations which were not to come into effect until July 2020. They were therefore not included in the 2017 variations. These variations reflect the negotiated outcome in 2017. Additionally a potential anomaly where an employee may become entitled to more than one level of allowance has been addressed.
- [4] The parties submitted that the variation was in the public interest and that no employee covered by the award would be prejudiced as a result of the variation.
- [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 s36 of the Act the Award is varied in accordance with the application. The variations to the award are operative from the first full pay period on or after 1 July 2020.
- [7] An order reflecting this decision will follow.



Appearances:

Mr M Ghedini for COP
Ms M Kadziolka for PAT

Date and place of hearing:

Hobart, 1 July 2020