



T13905 of 2012

23 MAY 2012

# PUBLIC SECTOR UNIONS WAGES AGREEMENT 2012

between the

Minister administering the *State Service Act 2000*

and

The Association of Professional Engineers, Scientists and Managers, Australia;

Australian Education Union, Tasmanian Branch;

Australian Municipal, Administrative, Clerical and Services Union;

The Australian Workers' Union, Tasmania Branch;

Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union;

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia;

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

Health Services Union of Australia, Tasmania No.1 Branch; and

United Voice, Tasmanian Branch.

CA430070



## 1. TITLE

This Agreement shall be known as the Public Sector Unions Wages Agreement 2012

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### 3. PARTIES BOUND

- 3.1 This Agreement shall be between the Minister administering the *State Service Act 2000*; the Association of Professional Engineers, Scientists and Managers, Australia; the Australian Education Union, Tasmanian Branch; the Australian Workers Union; Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union; the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia; the Community and Public Sector Union (State Public Services Federation Tasmania) Inc; the Health Services Union of Australia, Tasmania No.1 Branch; United Voice, Tasmanian Branch.

### 4. PERIOD OF OPERATION

- 4.1 The Agreement will be for the period commencing on the date of registration and shall apply until 30 June 2013.
- 4.2 The parties agree to commence negotiations for a replacement Agreement on or before 30 April 2013.

### 5. APPLICATION

- 5.1 This Agreement is made in respect of employees covered by the Tasmanian State Service Award, the Health and Human Services (Tasmanian State Service) Award and the Education Facility Attendants Salary and Conditions of Employment Industrial Agreement 2011.
- 5.2 This Agreement does not apply to employees covered by any other Awards linked to the Awards specified in Clause 5.1 unless the Purchased Leave Scheme, the subject of this Agreement, is specifically referenced in their separate Awards/Agreements.

### 6. RELATIONSHIP TO AWARDS AND AGREEMENTS

- 6.1 Where any inconsistency occurs between this Agreement and the relevant Award, or any registered Agreement with the Minister administering the *State Service Act 2000*, this Agreement shall prevail to the extent of the inconsistency.



## **7. PURPOSE**

7.1 The purpose of this Agreement is to:

- (a) detail the operation of a purchase leave scheme; and
- (b) prescribe the arrangement under which a productivity payment may be made to employees.

## **8. PURCHASED LEAVE SCHEME (PLS) PRINCIPLES**

8.1 The purpose of the Purchased Leave Scheme (PLS) is:

- (a) an arrangement for employees to have 10 additional days of leave by accepting a reduction in salary according to clause 9.4 and the salary rates specified in Schedule 1 of this Agreement;
- (b) to allow employees additional leave to achieve a better, more flexible work-life balance; and
- (c) to allow the employer to improve productivity by reducing absenteeism through improved leave planning and providing an opportunity for salary savings.

8.2 This Agreement does not alter the requirements for the management and taking of Recreation Leave as prescribed in Part VIII, Clause 5 of the Tasmanian State Service Award, or Part IX Clause 5 of the Health and Human Services (Tasmanian State Service) Award or Clause 10 of the Miscellaneous Workers (Public Sector) Award.

8.3 Prior to approval of an application to participate in the PLS the employee and relevant manager are strongly advised to discuss the management of purchased leave accrual, the impact on their salary, plans to manage any outstanding accrued leave and adherence to recreation leave entitlements and obligations under the relevant Award.

8.4 A part-time employee is able to participate in the PLS in direct proportion to their full-time equivalent employment.

8.5 A distinction is to be made between an employee participating in the PLS (in accordance with sub-clause 9.2) and the measurement of the productivity increase (in accordance with sub-clause 11.3). The productivity increase is related to the cost savings of not replacing an employee on purchased leave and is separate from whether or not an application to participate is approved.

## **9. PURCHASED LEAVE SCHEME (PLS) IMPLEMENTATION**

9.1 Employees covered by this Agreement will be entitled to apply to purchase 9 days of additional leave in each 12 month period. Applications will be for a 12 month period unless exceptional circumstances apply.



- 9.2 Approval of an application for the PLS is not to be granted if the employer is required to cater for this additional leave by the payment of overtime when the purchased leave is taken.
- 9.3 An employee and employer must adhere to the recreation leave provisions in relation to entitlements and obligations in accordance with sub-clause 8.2 of this Agreement. An employee is not to exceed one year of accrual of purchased leave.
- 9.4 The salary paid to an employee for whom participation in the PLS has been approved is as specified in Schedule I of this Agreement rather than the rates in the relevant Award or registered Agreement.
- 9.5 All shift penalty rates, are to be calculated on the PLS salary rates. Overtime is paid at the normal Award rate for the employee's classification.
- 9.6 All leave taken by an employee who is participating in the PLS is paid at the relevant PLS rate specified in Schedule I of this Agreement, including SSALs, recreation, personal, long service, parental leave and all other forms of paid leave according to the relevant Award and legislation. The PLS rate also applies to an employee who is participating in the PLS and is in receipt of a Higher Duties Allowance.
- 9.7 Employees on SSALs are not able to reduce their SSALS arrangements by 10 days to join the PLS. Employees who are presently on SSALS arrangements are required to adhere to the relevant Award provisions relating to SSALS, including the process for withdrawing from these arrangements. An employee, may, however, begin participating in the PLS in addition to their SSALS arrangement.
- 9.8 If approval is granted for an employee to participate in both the PLS and a SSALS arrangement the reduced SSALS salary percentage is applied to the PLS rate in Schedule I.
- 9.9 Purchased leave for full-time employees accrues at the rate of:
- (i) 2.82 hours for each fortnight worked for employees who work 73.5 hours per fortnight;
  - (ii) 2.91 hours for each fortnight worked for employees who work 76 hours per fortnight;
  - and
  - (iii) 2.91 hours for each fortnight worked for employees covered by the Education Facility Attendants Salary and Conditions of Employment Industrial Agreement 2008, which specifies work of 76 hours per fortnight.
- 9.10 Purchased leave is to be managed and taken in the same manner as recreation leave.
- 9.11 Purchased leave does not attract leave loading, however, consistent with existing practice, a shift worker who, but for a period of purchased leave, would have worked shift work is to be

paid an amount equivalent to the shift allowance(s) the employee would have received in accordance with their projected shift roster for all periods of purchased leave, (i.e. paid at the pre-PLS Award/Agreement rate).

- 9.12 An employee may withdraw from participating in the PLS by giving the employer at least 2 weeks' notice from the start of their next full pay period. Upon withdrawal an employee may not be able to recommence participation until 12 months after the date of withdrawal. Upon withdrawal the employee is to be paid the full salary rate as prescribed in the relevant Award or Agreement
- 9.13 The parties will examine the impacts of the PLS prior to the expiry of this Agreement.

## 10 SUPERANNUATION

- 10.1 Employees who consider participating in the PLS are encouraged to seek advice from their relevant superannuation fund regarding any implications of their participation on their superannuation payments and entitlements.
- 10.2 Employees who are members of the Retirement Benefits Fund (RBF) Contributory Scheme who participate in the PLS are subject to the arrangements prescribed for an "accumulated leave scheme" according to the *Retirement Benefits Regulations 2005*.
- 10.3 Employees who are members of the Retirement Benefits Fund (RBF) Contributory Scheme are affected by the PLS as follows:
- (a) service for benefit accrual purposes will be reduced to 96.55% of the full-time equivalent service for each year of PLS service, where the employee is a full-time employee;
  - (b) Final Average Salary (FAS) will be calculated on a full-time equivalent basis during the PLS period.
- 10.4 Employees in the Tasmanian Accumulation Scheme (TAS), and similar superannuation accumulation schemes, are affected by superannuation guarantee contributions being made on the lower salary (96.55%) instead of their normal salary. Your superannuation provider may provide options for this deficit to be restored.

## 11 PRODUCTIVITY INCREASE

- 11.1 The employer has agreed to return savings made through the implementation of the PLS to all employees covered by this Agreement by way of a productivity based salary increase in accordance with the provisions of this clause.

- 11.2 Where, at any stage during the life of this Agreement, the total number of employees approved to be participating in the PLS reaches 2,150, subject to clause 11.3, the employer will increase salaries for all employees covered by the Agreement by 0.5% from the first full pay period on or after the date this number is reached or the first full pay period on or after 1 December 2012, whichever is the later.
- 11.3 For the purpose of sub-clause 11.2 the number of employees who participate in the PLS does not include any employee whose absence on purchased leave requires the employee to be replaced for the period of the purchased leave taken.
- 11.4 The employer will provide the unions who are parties to this Agreement with a report indicating the number of employees who are participating in the PLS, by Agency, and their status including replacement in accordance with clause 11.3 as at and within 14 days of
- 31 August 2012;
  - 30 November 2012;
  - 28 February 2013; and
  - 31 May 2013.
- 11.5 The parties to this Agreement remain committed to maximising the productivity of the Tasmanian State Service. They agree to continue to meet through the life of this Agreement to identify and consider matters to increase productivity.
- 11.6 Savings achieved through this process will be considered as part of the savings needed to fund productivity increases during the life of this Agreement and/or will be 'banked' towards productivity increases in future Agreements, subject to the following:-
- Savings must be achieved before payment;
  - Any such productivity payment will not occur prior to the first full pay period commencing on or after 1 December 2012; and
  - The maximum productivity payment will not exceed 0.5% pa.

## 12. EMAIL AND INTERNET ACCESS

- 12.1 Wherever practicable the employer is to provide all employees with an email account and access to the internet.
- 12.2 Employees are to comply with relevant policy on the use of both email and internet.



### 13. BREASTFEEDING FACILITIES

- 13.1 In order that employees can better combine the demands of work and motherhood, an area suitable to breastfeed/express will be made available in the workplace, wherever practicable.

### 14. TRAINING, DEVELOPMENT AND CAREER OPPORTUNITIES

- 14.1 All employees are to have the opportunity to discuss their career plans and training needs with their supervisor/manager as an integral component of a performance management scheme, with the provision of equitable access to training and education opportunities and, wherever possible, the training is to be accredited and provided through a registered training organisation.

### 15. LEAVE RESERVE MATTERS

15.1 Loading for Casual Employees

During the life of this Agreement the parties commit to review the current casual employment loading of 20%.

15.2 Payment for Public Holidays – Health & Human Services (Tasmanian State Service) Award Shift Employees

The employer is unable to finalise resolution of the matter of public holiday employment at this time due to an ongoing dispute with the Australian Nursing Federation in relation to a wide range of issues associated with the payment of penalty rates for work on public holidays.

Nevertheless, this matter is listed as a leave reserve matter to signify that negotiations will continue in order to resolve the dispute regarding the entitlements for shift workers who are rostered to work on a public holiday, and those rostered to not work, who are covered by the Health and Human Services (Tasmanian State Service) Award.

15.3 District/Location Allowances

Leave is reserved for the parties to review the District/Location allowances as an overall consideration of recruitment and retention of employees in remote localities, and if deemed appropriate, the parties may refer the matter to the Tasmanian Industrial Commission.

15.4 Shift Loadings

Leave is reserved for a joint review of shift work provisions in the Tasmanian State Service Award and the Health and Human Services (Tasmanian State Service) Award and if deemed



appropriate the parties may refer the matter to the Tasmanian Industrial Commission.

**16. DISPUTE RESOLUTION**

- 16.1 In circumstances where discussions and negotiations between the parties fail to resolve a matter arising out of this Agreement a party may choose to refer that matter to the Tasmanian Industrial Commission for conciliation or arbitration.

**17. NO EXTRA CLAIMS**

- 17.1 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 excluding those matter listed as reserved in clause 15.



SIGNATORIES

This Agreement is made in Hobart on this ..... 3<sup>rd.</sup> ..... of May ..... 2012

SIGNED FOR AND ON BEHALF OF

**Minister administering the State Service Act 2000**

.....  
Frank OGLE

SIGNED FOR AND ON BEHALF OF

**Association of Professional Engineers, Scientists and Managers, Australia**

.....  
LUKE CROWLEY

SIGNED FOR AND ON BEHALF OF

**Australian Education Union, Tasmanian Branch**

.....  
Gy Lane

SIGNED FOR AND ON BEHALF OF

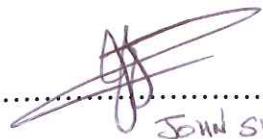
~~Australian Workers Union~~ The Australian Workers' Union, Tasmania Branch

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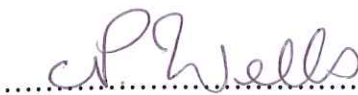
SIGNED FOR AND ON BEHALF OF

**Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union;**

  
.....  
JOHN STREET STATE SEC AMWU

SIGNED FOR AND ON BEHALF OF

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing  
and Allied Services Union of Australia**

  
.....  
NICOLE WELLS

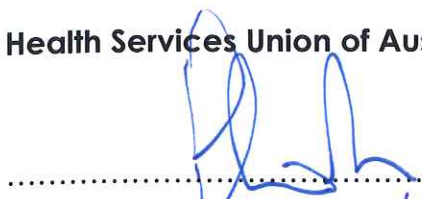
SIGNED FOR AND ON BEHALF OF

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

  
.....  
Tom Lynett

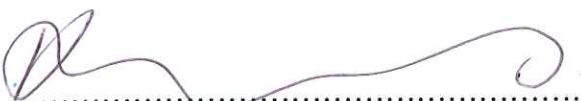
SIGNED FOR AND ON BEHALF OF

**Health Services Union of Australia, Tasmania No.1 Branch**

  
.....  
CHRIS BROWN

SIGNED FOR AND ON BEHALF OF

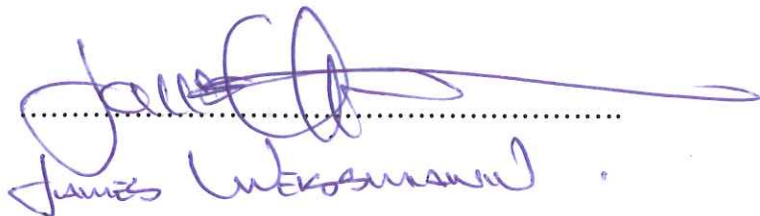
**United Voice, Tasmanian Branch**

  
.....  
Helen Gibbans



SIGNED FOR AND ON BEHALF OF

**Australian Municipal, Administrative, Clerical and Services Union**

  
James Introsuano

This Agreement is registered pursuant to Section 56(1) of the Industrial Relations Act 1984



## SCHEDULE I

The following rates apply to employees participating in the Purchased Leave Scheme who are covered by the Tasmanian State Service Award General Stream.

TSSA General Stream	Salary Increase 8/12/11 (ffpp) with PLS	Salary Increase 6/12/12 (ffpp) with PLS
BI-R1-1	\$35,251	\$36,217
BI-R1-2	\$36,684	\$37,650
BI-R1-3	\$38,118	\$39,083
BI-R1-4	\$38,787	\$39,753
Advancement Assessment Point / Entry		
BI-R2-1	\$39,550	\$40,515
BI-R2-2	\$40,981	\$41,946
BI-R2-3	\$42,590	\$43,556
BI-R2-4	\$43,672	\$44,638
Promotion		
B2-R1-1	\$45,208	\$46,173
B2-R1-2	\$46,119	\$47,085
B2-R1-3	\$47,044	\$48,009
B2-R1-4	\$47,997	\$48,962
B2-R1-5	\$49,219	\$50,204
Promotion		
B3-R1-1	\$51,045	\$52,066
B3-R1-2	\$52,085	\$53,127
B3-R1-3	\$53,127	\$54,190
B3-R1-4	\$54,153	\$55,236
B3-R1-5	\$55,561	\$56,672
Promotion		
B4-R1-1	\$57,296	\$58,442
B4-R1-2	\$58,336	\$59,503
B4-R1-3	\$59,854	\$61,051
Advancement Assessment Point		
B4-R2-1	\$61,458	\$62,687
B4-R2-2	\$62,496	\$63,746
B4-R2-3	\$64,121	\$65,403
B4-R2-4	\$66,266	\$67,592
Promotion		
B5-R1-1	\$68,693	\$70,067
B5-R1-2	\$70,067	\$71,468



B5-R1-3	\$71,838	\$73,275
Promotion		
B6-R1-1	\$74,861	\$76,358
B6-R1-2	\$76,915	\$78,453
B6-R1-3	\$78,453	\$80,022
Advancement Assessment Point		
B6-R2-1	\$81,017	\$82,637
B6-R2-2	\$83,081	\$84,743
B6-R2-3	\$84,544	\$86,235
B6-R2-4	\$85,999	\$87,719
Promotion		
B7-R1-1	\$88,937	\$90,715
B7-R1-2	\$91,304	\$93,130
Advancement Assessment Point		
B7-R2-1	\$93,130	\$94,993
B7-R2-2	\$94,993	\$96,893
Promotion		
B8-R1-1	\$97,474	\$99,423
B8-R1-2	\$99,422	\$101,411
Advancement Assessment Point		
B8-R2-1	\$101,411	\$103,440
B8-R2-2	\$104,992	\$107,092
Promotion		
B9-R1-1	\$114,837	\$117,133
B9-R1-2	\$120,578	\$122,990
B9-R1-3	\$126,319	\$128,846
B9-R1-4	\$132,062	\$134,704
Promotion		
B10-R1-1	\$135,442	\$138,151
B10-R1-2	\$142,214	\$145,059
B10-R1-3	\$148,986	\$151,966
B10-R1-4	\$155,758	\$158,873



The following rates apply to employees participating in the Purchased Leave Scheme who are covered by the Tasmanian State Service Award Professional Stream.

TSSA Professional Stream	Salary Increase 8/12/11 (ffpp) with PLS	Salary Increase 6/12/12 (ffpp) with PLS
B1-R1-1	\$51,045	\$52,066
B1-R1-2	\$53,127	\$54,190
B1-R1-3	\$57,296	\$58,442
B1-R1-4	\$59,854	\$61,051
B1-R1-5	\$62,496	\$63,746
B1-R1-6	\$66,266	\$67,592
B1-R1-7	\$68,693	\$70,067
Advancement Assessment Point		
B2-R1-1	\$71,838	\$73,275
B2-R1-2	\$74,861	\$76,358
B2-R1-3	\$78,453	\$80,022
B2-R1-4	\$81,017	\$82,637
B2-R1-5	\$83,081	\$84,743
Promotion		
B3-R1-1	\$88,937	\$90,715
B3-R1-2	\$91,304	\$93,130
Advancement Assessment Point		
B3-R2-1	\$93,130	\$94,993
B3-R2-2	\$94,993	\$96,893
Promotion		
B4-R1-1	\$97,474	\$99,423
B4-R1-2	\$99,422	\$101,411
Advancement Assessment Point		
B4-R2-1	\$101,411	\$103,440
B4-R2-2	\$104,992	\$107,092
Promotion		
B5-R1-1	\$114,837	\$117,133
B5-R1-2	\$120,578	\$122,990
B5-R1-3	\$126,319	\$128,846
B5-R1-4	\$132,062	\$134,704
Promotion		
B6-R1-1	\$135,442	\$138,151
B6-R1-2	\$142,214	\$145,059
B6-R1-3	\$148,986	\$151,966
B6-R1-4	\$155,758	\$158,873

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The following rates are to apply to employees participating in the Purchased Leave Scheme who are covered by the Health and Human Services (Tasmanian State Service) Award General Stream.

HaHSA General Stream	Salary Increase 1-Dec-11 (ffpp) with PLS	Salary Increase 13-Dec-12 (ffpp) with PLS
B1-R1-L1	\$34919	\$35885
B1-R1-L2	\$36334	\$37299
B1-R1-L3	\$37746	\$38712
B1-R1-L4	\$37933	\$38898
Advancement Assessment Point / Entry		
B1-R2-L1	\$39159	\$40124
B1 R2 L2	\$40570	\$41536
B1 R2 L3	\$42100	\$43065
B1 R2 L4	\$43170	\$44135
Promotion		
B2-R1-L1	\$44671	\$45637
B2-R1-L2	\$45558	\$46523
B2-R1-L3	\$46456	\$47421
B2-R1-L4	\$47384	\$48350
B2-R1-L 5	\$48591	\$49564
Promotion		
B3-R1-L1	\$50363	\$51370
B3-R1-L2	\$51394	\$52423
B3-R1-L3	\$52420	\$53468
B3-R1-L4	\$53433	\$54501
B3-R1-L5	\$54821	\$55918
Promotion		
B4-R1-1	\$56532	\$57663
B4-R1-2	\$57560	\$58711
B4-R1-3	\$59057	\$60238
Advancement Assessment Point		
B4-R2-1	\$60645	\$61858
B4-R2-2	\$61671	\$62904
B4-R2-3	\$63274	\$64540
B4-R2-4	\$65369	\$66676
Promotion		
B5-R1-1	\$67840	\$69196
B5-R1-2	\$69196	\$70580
B5-R1-3	\$70932	\$72351



Promotion		
B6-R1-1	\$74007	\$75488
B6-R1-2	\$76065	\$77587
B6-R1-3	\$77587	\$79138
Advancement Assessment Point		
B6-R2-1	\$80167	\$81770
B6-R2-2	\$82225	\$83870
B6-R2-3	\$83713	\$85387
B6-R2-4	\$85220	\$86925
Promotion		
B7-R1-1	\$88066	\$89827
B7-R1-2	\$90454	\$92263
Advancement Assessment Point		
B7-R2-1	\$92263	\$94108
B7-R2-2	\$94108	\$95990
Promotion		
B8-R1-1	\$96620	\$98552
B8-R1-2	\$98552	\$100522
Advancement Assessment Point		
B8-R2-1	\$100522	\$102533
B8-R2-2	\$104051	\$106131
Promotion		
B9-R1-1	\$114843	\$117140
B9-R1-2	\$120310	\$122717
B9-R1-3	\$126326	\$128853
B9-R1-4	\$132069	\$134711
Promotion		
B10-R1-1	\$135449	\$138159
B10-R1-2	\$141899	\$144737
B10-R1-3	\$148994	\$151974
B10-R1-4	\$155766	\$158881



The following rates apply to employees participating in the Purchased Leave Scheme who are covered by the Health and Human Services (Tasmanian State Service) Award Health Services Officer Stream.

HaHSA HSO Stream	Salary Increase 1-Dec-11 (ffpp) with PLS	Salary Increase 13-Dec-12 (ffpp) with PLS
HSO Level 1-1	\$34919	\$35885
HSO Level 1-2	\$36281	\$37246
HSO Level 1-3	\$37332	\$38298
Advancement to level dependent on qualifications		
HSO Level 2-1	\$37933	\$38898
HSO Level 2-2	\$38407	\$39372
HSO Level 2-3	\$38899	\$39865
HSO Level 2-4	\$39614	\$40579
Promotion		
HSO Level 3-1	\$40191	\$41157
HSO Level 3-2	\$40652	\$41617
HSO Level 3-3	\$41133	\$42099
Promotion		
HSO Level 4-1	\$42100	\$43065
HSO Level 4-2	\$42703	\$43669
HSO Level 4-3	\$44099	\$45064
Promotion		
HSO Level 5-1	\$45558	\$46523
HSO Level 5-2	\$46456	\$47421
HSO Level 5-3	\$47383	\$48349
HSO Level 5-4	\$48590	\$49562

The following rates apply to employees participating in the Purchased Leave Scheme who are covered by the Education Facility Attendants Salary and Conditions of Employment Industrial Agreement 2011.

Education Facilities Attendant Classification	Employment Arrangement	Salary Increase ffpp00a 1-Dec-11 with PLS	Salary Increase ffpp00a 1-Dec-12 with PLS
Attendant Level 1.1 (on commencement)	Full-time	\$35,784	\$36,750
Attendant Level 1.1 (on commencement)	Part-time	\$39,362	\$40,425
Attendant Level 1.1 (on commencement)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$41,152	\$42,262
Attendant Level 1.1 (on commencement)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$42,942	\$44,100
Attendant Level 1.1 (on commencement)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$45,267	\$46,488
Attendant Level 1.1 (on commencement)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$47,235	\$48,510
Attendant Level 1.1(after 3 months employment)	Full-time	\$36,350	\$37,316
Attendant Level 1.1(after 3 months employment)	Part-time	\$39,985	\$41,047
Attendant Level 1.1(after 3 months employment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$41,802	\$42,913
Attendant Level 1.1(after 3 months employment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$43,620	\$44,779
Attendant Level 1.1(after 3 months employment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$45,983	\$47,204
Attendant Level 1.1(after 3 months employment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$47,982	\$49,257



The following rates apply to employees participating in the Purchased Leave Scheme who are covered by the Education Facility Attendants Salary and Conditions of Employment Industrial Agreement 2011.

Education Facilities Attendant Classification	Employment Arrangement	Salary Increase ffppooa 1-Dec-11 with PLS	Salary Increase ffppooa 1-Dec-12 with PLS
Attendant Level 1.1 (on commencement)	Full-time	\$35,784	\$36,750
Attendant Level 1.1 (on commencement)	Part-time	\$39,362	\$40,425
Attendant Level 1.1 (on commencement)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$41,152	\$42,262
Attendant Level 1.1 (on commencement)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$42,942	\$44,100
Attendant Level 1.1 (on commencement)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$45,267	\$46,488
Attendant Level 1.1 (on commencement)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$47,235	\$48,510
Attendant Level 1.1(after 3 months employment)	Full-time	\$36,350	\$37,316
Attendant Level 1.1(after 3 months employment)	Part-time	\$39,985	\$41,047
Attendant Level 1.1(after 3 months employment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$41,802	\$42,913
Attendant Level 1.1(after 3 months employment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$43,620	\$44,779
Attendant Level 1.1(after 3 months employment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$45,983	\$47,204
Attendant Level 1.1(after 3 months employment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$47,982	\$49,257



Attendant Level 2 (after 6 months employment)	Full-time	\$38,424	\$39,390
Attendant Level 2 (after 6 months employment)	Part-time	\$42,267	\$43,329
Attendant Level 2 (after 6 months employment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$44,188	\$45,298
Attendant Level 2 (after 6 months employment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$46,108	\$47,267
Attendant Level 2 (after 6 months employment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$48,606	\$49,828
Attendant Level 2 (after 6 months employment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$50,720	\$51,994
Attendant Level 3.1 (after 18 months employment)	Full-time	\$39,175	\$40,141
Attendant Level 3.1 (after 18 months employment)	Part-time	\$43,093	\$44,155
Attendant Level 3.1 (after 18 months employment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$45,051	\$46,162
Attendant Level 3.1 (after 18 months employment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$47,010	\$48,169
Attendant Level 3.1 (after 18 months employment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$49,556	\$50,778
Attendant Level 3.1 (after 18 months employment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$51,711	\$52,986



Attendant Level 3.1 (after 30 months employment)	Full-time	\$40,589	\$41,554
Attendant Level 3.1 (after 30 months employment)	Part-time	\$44,648	\$45,710
Attendant Level 3.1 (after 30 months employment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$46,677	\$47,787
Attendant Level 3.1 (after 30 months employment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$48,707	\$49,865
Attendant Level 3.1 (after 30 months employment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$51,344	\$52,566
Attendant Level 3.1 (after 30 months employment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$53,577	\$54,851
Attendant Level 3.2 LH (after 30 months employment)	Full-time	\$40,962	\$41,928
Attendant Level 3.2 LH (after 30 months employment)	Part-time	\$45,059	\$46,121
Attendant Level 3.2 LH (after 30 months employment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$47,107	\$48,217
Attendant Level 3.2 LH (after 30 months employment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$49,155	\$50,313
Attendant Level 3.2 LH (after 30 months employment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$51,817	\$53,039
Attendant Level 3.2 LH (after 30 months employment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$54,070	\$55,344
Attendant Level 4 (on appointment)	Full-time	\$42,104	\$43,069



Attendant Level 4 (on appointment)	Part-time	\$46,314	\$47,376
Attendant Level 4 (on appointment)	Full-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$48,419	\$49,529
Attendant Level 4 (on appointment)	Full-time working a split/broken shift or a shift finishing after 10.00 pm	\$50,525	\$51,683
Attendant Level 4 (on appointment)	Part-time working a shift commencing before 6.30 am or finishing after 6.00 pm	\$53,261	\$54,482
Attendant Level 4 (on appointment)	Part-time working a split/broken shift or a shift finishing after 10.00 pm	\$55,577	\$56,852

