

## **TASMANIAN INDUSTRIAL COMMISSION**

### **Industrial Relations Act 1984**

s55 application for filing an industrial agreement

**Minister administering the State Service Act 2000)**

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

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

and

**Australian Education Union, Tasmanian Branch**

(T14007 of 2012)

### **ALLIED HEALTH PROFESSIONALS (TASMANIAN STATE SERVICE) AGREEMENT 2012**

DEPUTY PRESIDENT N WELLS

HOBART, 14 December 2012

**Industrial agreement – application approved – operative from 1 March 2012 until 28 February 2014 – forwarded to Registrar for registration**

### **DECISION**

**[1]** On 13 December 2012, the Minister administering the State Service Act 2000 (MASSA), the Community and Public Sector Union (State Public Services Federation Tasmania) Inc. (CPSU), the Health Services Union of Australia, Tasmania No. 1 Branch (HSU1) and the Australian Education Union, Tasmanian Branch, (AEU) lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act 1984*, the Allied Health Professionals (Tasmanian State Service) Agreement 2012.

**[2]** At the hearing on 14 December 2012 Mr P Baker appeared for MASSA. Mr T Jacobson appeared for HSU1 and Mr M Johnston appeared for CPSU. Ms R Madsen informed the Commission by correspondence dated 14 December 2012 that the AEU supported the application to register the agreement.

**[3]** All parties submitted that the agreement reflected the previous agreement with the major changes being to wages and professional development.

**[4]** Wage increases of 2% from the first full pay period after 1 December 2012 and 2% from the first full pay period after 1 December 2013 had been negotiated as part of the State Government's wages policy.

**[5]** Both Mr Johnston and Mr Jacobson submitted the changes to the professional development fund were contained in clause 19 of the agreement and had dealt with difficulties experienced by employees around accessing professional development (DP). Mr Johnston advised there was now a clear individual entitlement for employees to access PD with a minimum amount of money being available.

**[6]** Due to the lengthy negotiations involved in resolving this wages agreement and in light of the previous agreement's nominal expiry date of 28 February 2012, the parties sought an operative date of 1 March 2012.

**[7]** The parties agree that prior to 31 January 2013 a form for members to use to apply for PD funding will be developed. The process of developing the form will be collaborative and will involve representatives from the union parties and PSMO on behalf of the employer. It is further agreed that the claim form will be used in all respondent Agencies. It is the intention of the parties that the agreed form be included as an appendix to this agreement by way of variation and that, with the forbearance of the Commission, said variation will be enacted as soon as practicable.

**[8]** It is agreed that the parties are to undertake a review of salary rates applicable to various, specified occupational groups and classifications in Queensland, NSW, Victoria and South Australia to assess their relative standing with Tasmanian Allied Health Professionals at the equivalent points. The reference date for the review will be 1 July 2013 and the review is to be completed by the parties not later than 1 September 2013. The methodology for the review will be in accordance with the process used in the negotiation of the Allied Health Professionals (Tasmanian Public Sector) Industrial Agreement 2010. The review will determine the percentage salary differential between Tasmania and competitor jurisdictions and will illustrate our position in the AHP labour market with regard to wages.

**[9]** Whilst the result of the salaries review is not binding on either party it will be used to inform the next round of negotiation.

**[10]** I am satisfied that the agreement is consistent with the public interest requirements of s36 of the Act, and does not disadvantage the employees concerned.

**[11]** Pursuant to s55(4), the Agreement is approved from 1 March 2012 and shall remain in force until 28 February 2014.

**[12]** The file will now be referred to the Registrar for registration in accordance with the requirements of Section 56(1) of the Act.

N Wells  
**DEPUTY PRESIDENT**

**Appearances:**

Mr P Baker – MASSA  
Mr M Johnston CPSU  
Mr T Jacobson – HSU No.1

**Date and place of hearing:**

2012  
December 14  
Hobart