

T14676 OF 2019



Industrial Relations Act 1984

s55 Industrial Agreement

Nurses and Midwives (Tasmanian State Service) Agreement 2018

Between the

Minister administering the *State Service Act 2000*

and the

Australian Nursing and Midwifery Federation (Tasmanian Branch)

Health Services Union, Tasmania Branch



1. TITLE

This Agreement shall be known as the **Nurses and Midwives (Tasmanian State Service) Agreement 2018**.

2. ARRANGEMENT

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3. PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000*, the Australian Nursing and Midwifery Federation (Tasmanian Branch) and the Health Services Union, Tasmania Branch.

4. APPLICATION

This Agreement is made in respect of employees covered by the *Nurses and Midwives (Tasmanian State Service) Award* (the Award).

5. RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Award, or any registered Agreement with the Minister administering the *State Service Act 2000*.



Parties to this agreement will not, during the life of this agreement, retire from the following related agreement:

- Nurses and Midwives (Tasmanian State Service) Agreement 2016 No 2;
- Nurses and Midwives (Tasmanian State Service) Agreement 2014; or
- Nurses and Midwives Tasmanian State Service Interim Agreement 2013

6. DATE AND PERIOD OF OPERATION

This Agreement applies with effect from 1 July 2018 and will remain in force until 30 June 2019.

7. SALARY INCREASES

Salaries will increase as follows:

- (i) 2.1% per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2018:
- (ii) 0.25% per annum with effect from the ffppcooa date of registration.

Schedule 1 of this agreement sets out the annual rates of pay effective ffppcooa 1 December 2018 and ffppcooa date of registration for employees covered by the Award.

8. ONE-OFF PAYMENT

Following registration of this Agreement, a one-off payment will be made to employees ffppcooa date of registration as follows:

- (i) 0.15% of annual salary (pro rata) to employees earning less than a full-time equivalent base salary of \$80,000 as at the date of registration of this Agreement, following the 2.1% increase outlined within section 7 of this Agreement being applied to base salary, but prior to the 0.25% increase outlined within section 7 being applied to base salary.
- (ii) \$120 (pro rata) to employees earning a full-time equivalent base salary of \$80,000 or more as at the date of registration of this Agreement, following the 2.1% increase outlined within section 7 of this Agreement being applied to base salary, but prior to the 0.25% increase outlined within section 7 being applied to base salary.

9. NO EXTRA CLAIMS



The parties to this Agreement undertake that, for the period of operation of this agreement, will not initiate any additional claims regarding salary or conditions of employment.



10. SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

Signed: Laurene Mills

Name: LOUISE MILLS

Date: 16.8.19

SIGNED FOR AND ON BEHALF OF

Australian Nursing and Midwifery Federation (Tasmanian Branch)

Signed: Emily Shepherd

Name: Emily Shepherd

Date: 15/08/2019



SIGNED FOR AND ON BEHALF OF

Health Services Union, Tasmania Branch

Signed: 

Name: Tim Jacobson

Date: 19/8/19



SCHEDULE 1 – SALARIES

Grade	Current	2.1% increase ffppcoa 1 December 2018	One Off Payment	0.25% increase from ffppcoa date of registration
Grade 1, Year 1	\$50,977	\$52,048	\$78	\$52,178
Grade 1, Year 2	\$52,654	\$53,760	\$81	\$53,894
Grade 1, Year 3	\$54,332	\$55,473	\$83	\$55,612
Grade 1, Year 4	\$56,013	\$57,189	\$86	\$57,332
Grade 2 , Year G	\$55,991	\$57,167	\$86	\$57,310
Grade 2 , Year 1	\$57,691	\$58,903	\$88	\$59,050
Grade 2 , Year 2	\$59,313	\$60,559	\$91	\$60,710
Grade 2 , Year 3	\$61,017	\$62,298	\$93	\$62,454
Grade 2 , Year 4	\$62,008	\$63,310	\$95	\$63,468
Grade 2S, Year 1	\$64,742	\$66,102	\$99	\$66,267
Grade 2S, Year 2	\$65,654	\$67,033	\$101	\$67,201
Grade 2S, Year 3	\$66,566	\$67,964	\$102	\$68,134
Grade 2S, Year 4	\$67,477	\$68,894	\$103	\$69,066
Grade 3, Year 1	\$62,008	\$63,310	\$95	\$63,468
Grade 3, Year 2	\$64,742	\$66,102	\$99	\$66,267
Grade 3, Year 3	\$67,477	\$68,894	\$103	\$69,066
Grade 3, Year 4	\$70,210	\$71,684	\$108	\$71,863
Grade 3, Year 5	\$72,946	\$74,478	\$112	\$74,664
Grade 3, Year 6	\$75,678	\$77,267	\$116	\$77,460
Grade 3, Year 7	\$78,419	\$80,066	\$120	\$80,266
Grade 3, Year 8	\$79,329	\$80,995	\$120	\$81,197
Grade 4, Year 1	\$80,239	\$81,924	\$120	\$82,129
Grade 4, Year 2	\$82,063	\$83,786	\$120	\$83,995
Grade 4, Year 3	\$83,887	\$85,649	\$120	\$85,863
Grade 4, Year 4	\$84,858	\$86,640	\$120	\$86,857
Grade 5, Year 1	\$86,186	\$87,996	\$120	\$88,216
Grade 5, Year 2	\$87,533	\$89,371	\$120	\$89,594
Grade 5, Year 3	\$89,354	\$91,230	\$120	\$91,458
Grade 5, Year 4	\$90,191	\$92,085	\$120	\$92,315
Grade 6, Year 1	\$93,109	\$95,064	\$120	\$95,302
Grade 6, Year 2	\$95,244	\$97,244	\$120	\$97,487
Grade 6, Year 3	\$97,382	\$99,427	\$120	\$99,676
Grade 6, Year 4	\$98,010	\$100,068	\$120	\$100,318
Grade 7a, Year 0	\$99,390	\$101,477	\$120	\$101,731
Grade 7a, Year 1	\$101,670	\$103,805	\$120	\$104,065
Grade 7a, Year 2	\$103,948	\$106,131	\$120	\$106,396



Grade 7b, Year 1	\$105,944	\$108,169	\$120	\$108,439
Grade 7b, Year 2	\$107,939	\$110,206	\$120	\$110,482
Grade 7b, Year 3	\$109,935	\$112,244	\$120	\$112,525
Grade 8, Level 1	\$109,935	\$112,244	\$120	\$112,525
Grade 8, Level 2	\$112,861	\$115,231	\$120	\$115,519
Grade 8, Level 3	\$117,599	\$120,069	\$120	\$120,369
Grade 8, Level 4	\$122,332	\$124,901	\$120	\$125,213
Grade 8, Level 5	\$129,461	\$132,180	\$120	\$132,510
Grade 9, Level 1	\$145,408	\$148,462	\$120	\$148,833
Grade 9, Level 2	\$153,384	\$156,605	\$120	\$156,997
Grade 9, Level 3	\$161,361	\$164,750	\$120	\$165,162

