

## **TASMANIAN INDUSTRIAL COMMISSION**

### ***Industrial Relations Act 1984***

s 55(2) application for approval of an industrial agreement

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

and

### **Community & Public Sector Union (State Public Services Federation Tasmania) Inc**

and

### **Health Services Union, Tasmania Branch**

(T14996 of 2022)

## **DENTAL OFFICERS AGREEMENT 2022**

PRESIDENT D J BARCLAY

HOBART, 23 DECEMBER 2022

**Industrial agreement – consent application - application approved – agreement to effect salary increases - agreement operative from 1 July 2022 until 30 June 2025 - forwarded to registrar for registration**

## **DECISION**

**[1]** On 20 December 2022, the Minister administering the *State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act 1984* (the Act), the Dental Officers Agreement 2022 (the Agreement). The Application for approval also contained an application to cancel the Dental Officers Agreement 2019 (the 2019 Agreement).

**[2]** At the hearing in Hobart on 23 December 2022, Jane Hana and Stuart Locke appeared on behalf of (MASSA), Natalie Jones appeared on behalf of the Community and Public Sector Union (State Public Services Federation Tasmania) Inc. (CPSU) and Robbie Moore appeared on behalf of the Health Services Union (HSU).

**[3]** The Agreement is the product of extensive negotiations including negotiations to vary relevant awards. A detailed offer covering a broad range of industrial matters was made in writing by the employer on 30 November 2022. The Agreement relates to some but not all of those matters. The parties have committed to undertaking further work to draft and implement the outstanding matters.

**[4]** The Agreement will apply for 3 years from 1 July 2022 until 30 June 2025. It provides for salary increases totalling 9.5% over 3 years. Employees will also receive a \$1000 increase to base salaries.

**[5]** Changes have been made to reflect changes to the classification structure agreed on in 2019. Additionally there is a new clause providing for an increase in professional development allowances and to facilitate fortnightly payment of the allowance. Sabbatical

leave will now also be restricted to one Dental Officer a year. Wage related allowances will now also be automatically adjusted each year.

**[6]** Otherwise the Agreement carries forward all relevant clauses of the 2019 Agreement. Accordingly the parties submitted that no employees covered by the 2019 Agreement will be disadvantaged by the cancellation of it. Accordingly I cancel the 2019 Agreement.

**[7]** All parties submitted the Agreement is consistent with the public interest, does not disadvantage those employees covered by it and that there is genuine consent to the Agreement.

**[8]** I am satisfied that the Agreement is consistent with the public interest requirements of the Act, does not disadvantage the employees concerned, and the term of the agreement does not exceed 5 years. I am satisfied that there is genuine consent to the Agreement by the parties to it.

**[1]** Pursuant to s 55(4) the Agreement is approved with an operative date from 1 July 2022 and will remain in force until 30 June 2025. The file will now be referred to the Registrar for registration of the Agreement in accordance with the requirements of s 56(1) of the Act.



**Appearances:**

J Hana & S Locke for MASSA  
N Jones for CPSU  
R Moore for HSU

**Date and place of hearing:**

2022  
23 December  
Hobart