

22 Nov. 2007



HOUSE OF ASSEMBLY STAFF INDUSTRIAL AGREEMENT 2007

(1) Title

This agreement shall be known as the *House of Assembly Staff Industrial Agreement 2007*.

(2) Arrangement

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(3) Parties to Agreement

This agreement shall be between the Speaker of the House of Assembly and the Community and Public Sector Union (State Public Services Federation Tasmania) Inc. hereinafter called the CPSU.

(4) Employees Covered

This agreement is made in respect of all relevant persons employed under the provisions of the *Parliamentary Privilege Act 1898* in the House of Assembly.

(5) Date and Period of Operation

This agreement is to come into effect on and from the date of registration until 31 December 2007.



(6) Supersession and Savings

This agreement embodies all rights and obligations accrued under all previous Industrial Agreements made on behalf of relevant persons employed in the House of Assembly. This agreement supersedes all matters covered by Industrial Agreement T11536/2004 mention of which may not be necessary for future agreements.

(7) Terms of Agreement

In accordance with the provisions of the *Industrial Relations Act 1984*, *Industrial Relations Regulations 1984*, and the *Parliamentary Privilege Act 1898* as subsequently amended, the Speaker of the House of Assembly, as Controlling Authority of the House of Assembly and the CPSU agree that:

- (a) Such terms and conditions enjoyed by the relevant employees of the House of Assembly at the date of the making of this agreement shall not be reduced.
- (b) A person appointed or promoted to a position classified in the Administrative and Clerical Employees Award (S081) shall be paid at the salary rate determined for the relevant classification.
- (c) From the commencement of this Agreement the salaries payable to Senior Parliamentary Officers contained in Appendix A are derived from the *Administrative and Clerical Employees Award* Level 12 which reflects the strategic nature and high level of responsibility of the positions held within the Parliament of Tasmania.
- (d) For the purposes of positions classified in the House of Assembly under the Administrative and Clerical Employees Award the rates in Appendix B apply:-
- (e) The Speaker is authorised by the Tasmanian Industrial Commission to determine rates payable to employees of the House of Assembly and may revise rates from time to time, having regard for public sector wage fixing principles.
- (f) As minimum conditions of service the Speaker shall observe, as though bound by, the terms and conditions of employment of the following Awards and Decisions of the Tasmanian Industrial Commission:-
 - (i) *the Administrative and Clerical Employees Award* (S081);
 - (ii) *the General Conditions of Employment Award* (S085);
 - (iii) decision on matter T5741/95;
 - (iv) includes the Public Sector Wages Agreement 2007 and any previous and successor agreements however titled.
- (g) The Speaker shall extend the salary provisions of the Public Sector Unions Wages Agreement 2007 to employees of the House of Assembly as follows:-

From first full pay period after 1 December 2007, \$30 per week or 4.5% (whichever is greater)



On this Agreement ceasing to have effect and for the purposes of this clause the conditions of employment means that the salary and classification assigned to an employee shall be in accordance with the *Administrative and Clerical Employees Award* (S081); the Senior Parliamentary Officer positions as contained in the Agreement; the *General Conditions of Employment Award* (S085) or any other such Award or Agreement, as may be agreed between the parties in accordance with this Agreement.

- (h) Classifications of employees of the House of Assembly shall be annually reviewed in joint consultation.

(8) Overtime Arrangements

In the event that the sitting times of the House of Assembly change during the life of this Agreement the parties agree to negotiate a mutually agreeable outcome in order to ensure that persons affected by a change to sitting times experience minimal financial loss.

(9) Grievance Procedure

Subject to the provisions of the *Tasmanian Industrial Relations Act 1984* any dispute or claim arising from the terms of this agreement shall be dealt with in the following manner:-

- (a) The matter shall first be discussed between the CPSU Workplace Representative and the appropriate representative of the Speaker of the House of Assembly.
- (b) If the matter is not resolved by (a) above, discussions may be held between the General Secretary or any other appropriate official of the CPSU and the appropriate representative of the Speaker of the House of Assembly.
- (c) If the matter is not settled following discussions prescribed in (b) it shall be submitted to the Tasmanian Industrial Commission which shall endeavour to resolve the issue between the parties; and
- (d) Where the above procedures are being followed, work shall continue normally. No party shall be prejudiced as to final settlement by the continuance of work in accordance with this subclause.

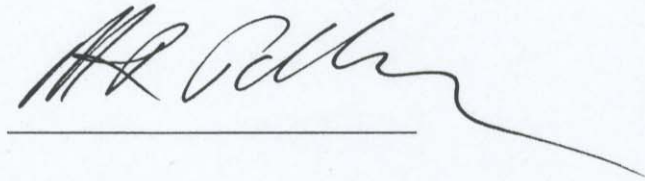


(10) Signatories

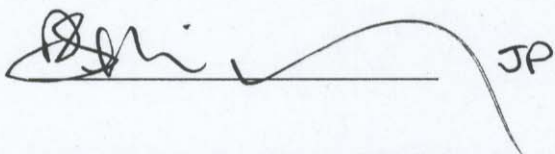
This Agreement is made at Hobart, this 22nd

day of November 2007.

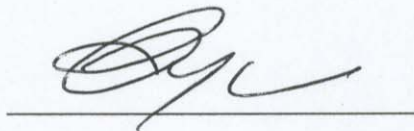
SIGNED FOR AND ON BEHALF OF
Speaker of the House of Assembly



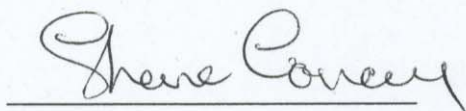
IN THE PRESENCE OF :




SIGNED FOR AND ON BEHALF OF
Community and Public Sector Union (State Public Services Federation of
Tasmania) Inc.



IN THE PRESENCE OF :




This agreement is registered pursuant to Section ⁵⁶~~55~~ (1) of the Industrial Relations
Act 1984.

Appendix A
Senior Parliamentary Officers salaries

Band	Level	Salary 1 Dec 06	Salary 1 December 2007
One	One	89098	93107
	Two	93614	97827
	Three	98130	102546
Two	One	105931	110698
	Two	110859	115848
	Three	115785	120995
Three	One	121535	127004
	Two	128102	133867
	Three	133851	139874
	Four	142064	148457
Four	One	153560	160470
	Two	160951	168194
	Three	169162	176774

Appendix B

Administrative and Clerical Award Rates

Level	Increment	From FFPPOOA 01/12/07
Level 1	1 yr	29,470
Level 1	2 yr	30,756
Level 1	3 yr	32,043
Level 1	4 yr	33,330
Level 2	1 yr	34,616
Level 2	2 yr	35,906
Level 2	3 yr	37,360
Level 3	1 yr	38,918
Level 3	2 yr	39,717
Level 3	3 yr	40,536
Level 3	4 yr	41,367
Level 3	5 yr	42,221
Level 4	1 yr	44,019
Level 4	2 yr	44,938
Level 4	3 yr	45,854
Level 4	4 yr	46,771
Level 4	5 yr	47,675
Level 5	1 yr	49,523
Level 5	2 yr	50,441
Level 5	3 yr	51,357
Level 6	1 yr	53,188
Level 6	2 yr	54,106
Level 6	3 yr	55,020
Level 7	1 yr	56,854
Level 7	2 yr	58,665
Level 7	3 yr	60,476
Level 8	1 yr	64,096
Level 8	2 yr	65,906
Level 8	3 yr	67,714
Level 9	1 yr	71,326
Level 9	2 yr	73,143
Level 10		76,763
Level 11		80,382
Level 12		85,813