



T13052 of 2007
26 NOV 2007

LEGISLATIVE COUNCIL STAFF INDUSTRIAL AGREEMENT 2007

(1) **Title**

This agreement shall be known as the *Legislative Council Staff Industrial Agreement 2007*.

(2) **Arrangement**

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(3) **Parties to Agreement**

This agreement shall be between the President of the Legislative Council 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 Legislative Council.

(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 Legislative Council. This agreement supersedes all matters covered by Industrial Agreement T11534/2004 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 President of the Legislative Council, as Controlling Authority of the Legislative Council and the CPSU agree that:

- (a) Such terms and conditions enjoyed by the relevant employees of the Legislative Council 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) For the purposes of positions classified in the Legislative Council under the Administrative and Clerical Employees Award the following Table applies:-

POSITION TITLES	NO OF EMPS
Communication Officer	1
Secretaries to Members	14
Executive Assistants	6
Parliamentary Officer Personnel & Administration	1
Parliamentary Officer Finance	1
Parliamentary Officer Bills & Papers	1
Parliamentary Officer Support Services	2
Clerk of Committees & 2 nd Clerk Assistant	1

- (d) The President is authorised by the Tasmanian Industrial Commission to determine rates payable to Senior Parliamentary Officers of the Legislative Council and may revise rates from time to time, having regard for public sector wage fixing principles.

From the commencement of this Agreement the salaries payable to Senior Parliamentary Officers are derived from the *Administrative and Clerical Employees Award* Level 12 and the *Senior Executive Salaries* which reflects the strategic nature and high level of responsibility of the positions held within the Parliament of Tasmania as follows:-



Band	Level	Salary 1 Dec 06	Salary 1 Dec 07
1	1	89098	93107
	2	93614	97827
	3	98130	102546
2	1	105931	110698
	2	110859	115848
	3	115785	120995
3	1	121535	127004
	2	128102	133867
	3	133851	139874
	4	142064	148457
4	1	153560	160470
	2	160951	168194
	3	169162	176774

(e) As minimum conditions of service the President shall observe, as though bound by, the terms and conditions of employment of the following Awards and Decisions of the Tasmanian Industrial Commission:-

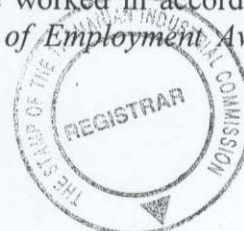
- (i) *the Administrative and Clerical Employees Award* (S081);
- (ii) *the General Conditions of Employment Award* (S085);
- (iii) decision on matter T5741/95;
- (iv) includes the Public Sector Wages Agreement 2007 and any previous or successor agreements however titled.

(f) The President shall extend the salary provisions of the Public Sector Unions Wages Agreement 2007 to employees of the Legislative Council as follows:-

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

- (g) Eligible Legislative Council employees shall continue to have access to a rostered day off on a monthly basis in accordance with conditions previously agreed and in place at the commencement of this Agreement.
- (h) Eligible Legislative Council staff required to work time greater than their normal hours shall receive payment for all such time worked in accordance with the rates prescribed in the *General Conditions of Employment Award* (S085).



Staff may access a time-off in lieu condition having regard to appropriate overtime rates, in lieu of payment, subject to agreement between the employee and employer.

- (i) Classifications of employees of the Legislative Council shall be annually reviewed in joint consultation. Such review shall be completed prior to the end of July in each calendar year.

(8) Overtime Arrangements

In the event that the sitting times of the Legislative Council 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 President of the Legislative Council.
- (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 President of the Legislative Council.
- (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 *Twenty second* day of *November* 2007.

SIGNED FOR AND ON BEHALF OF
President of the Legislative Council

N. G. Wilson

IN THE PRESENCE OF :

[Signature]
STEARLE

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

[Signature]

IN THE PRESENCE OF :

[Signature]



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

Appendix

Admin and Clerical Award Rates

Level	Increment	1/12/2006	4.5% or (\$30/week) from FFPPOOA 01/12/07
Level 1	1 yr	\$ 27,910	29,470
Level 1	2 yr	\$ 29,196	30,756
Level 1	3 yr	\$ 30,483	32,043
Level 1	4 yr	\$ 31,770	33,330
Level 2	1 yr	\$ 33,056	34,616
Level 2	2 yr	\$ 34,346	35,906
Level 2	3 yr	\$ 35,751	37,360
Level 3	1 yr	\$ 37,242	38,918
Level 3	2 yr	\$ 38,007	39,717
Level 3	3 yr	\$ 38,790	40,536
Level 3	4 yr	\$ 39,586	41,367
Level 3	5 yr	\$ 40,403	42,221
Level 4	1 yr	\$ 42,123	44,019
Level 4	2 yr	\$ 43,003	44,938
Level 4	3 yr	\$ 43,879	45,854
Level 4	4 yr	\$ 44,757	46,771
Level 4	5 yr	\$ 45,622	47,675
Level 5	1 yr	\$ 47,390	49,523
Level 5	2 yr	\$ 48,269	50,441
Level 5	3 yr	\$ 49,145	51,357
Level 6	1 yr	\$ 50,898	53,188
Level 6	2 yr	\$ 51,776	54,106
Level 6	3 yr	\$ 52,651	55,020
Level 7	1 yr	\$ 54,406	56,854
Level 7	2 yr	\$ 56,139	58,665
Level 7	3 yr	\$ 57,872	60,476
Level 8	1 yr	\$ 61,336	64,096
Level 8	2 yr	\$ 63,068	65,906
Level 8	3 yr	\$ 64,798	67,714
Level 9	1 yr	\$ 68,255	71,326
Level 9	2 yr	\$ 69,993	73,143
Level 10		\$ 73,457	76,763
Level 11		\$ 76,921	80,382
Level 12		\$ 82,118	85,813

Technical Award Rates

Level	Increment	1/12/2006	4.5% or (\$30/week) from FFPPOOA 01/12/07
Level 1	1 yr	\$ 32,411	33,971
Level 1	2 yr	\$ 33,056	34,616
Level 1	3 yr	\$ 33,698	35,258
Level 1	4 yr	\$ 34,346	35,906
Level 1	5 yr	\$ 35,751	37,360
Level 2	1 yr	\$ 37,242	38,918
Level 2	2 yr	\$ 38,790	40,536
Level 2	3 yr	\$ 40,403	42,221
Level 2	4 yr	\$ 42,123	44,019
Level 2	5 yr	\$ 43,879	45,854
Level 3	1 yr	\$ 45,622	47,675
Level 3	2 yr	\$ 47,390	49,523
Level 3	3 yr	\$ 49,146	51,358
Level 4	1 yr	\$ 50,898	53,188
Level 4	2 yr	\$ 52,651	55,020
Level 4	3 yr	\$ 54,406	56,854
Level 5		\$ 59,604	62,286
Level 6		\$ 63,068	65,906

Operational Award Rates

Level	Increment	1/12/2006	4.5% or (\$30/week) from FFPPOOA 01/12/07
Level 1	1 yr	\$ 29,968	31,528
Level 1	2 yr	\$ 30,483	32,043
Level 1	3 yr	\$ 31,393	32,953
Level 2		\$ 32,371	33,931
Level 3		\$ 33,056	34,616
Level 4		\$ 34,346	35,906
Level 5		\$ 35,751	37,360
Level 6		\$ 37,242	38,918
Level 7		\$ 40,403	42,221
Level 8		\$ 43,879	45,854
Level 9		\$ 47,390	49,523
Level 10		\$ 52,651	55,020