



T13051 of 2007
26 NOV 2007

LEGISLATURE-GENERAL STAFF INDUSTRIAL AGREEMENT 2007

(1) **Title**

This agreement shall be known as the *Legislature-General 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, 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 Legislature-General.

(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 Legislature-General. This agreement supersedes all matters covered by Industrial Agreement T11535/2004 mention of which may not be necessary for future agreements.

(7) **Terms of Agreement**

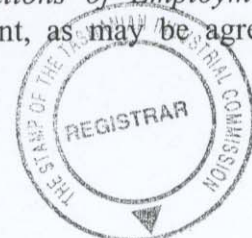
In accordance with the provisions of the *Industrial Relations Act 1984*, *Industrial Relations Regulations 1984*, and the *Parliamentary Privilege Act 1898* as subsequently amended, the President of the Legislative Council and the Speaker of the House of Assembly, as Controlling Authorities of the Legislature-General, and the CPSU agree that:

- (a) Such terms and conditions enjoyed by the relevant employees of the Legislature-General at the date of the making of this agreement shall not be reduced.
- (b) 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 Technical Employees Award* (S135);
 - (iii) *the Operational Employees Award* (S086);
 - (iv) *the General Conditions of Employment Award* (S085);
 - (v) decision on matter T5741/95;
 - (vi) includes the Public Sector Wages Agreement 2007 and any previous or successor agreements however titled.
- (c) Eligible Legislature-General staff who are required to work overtime shall receive for all time worked in excess of standard hours payment in accordance with the rates prescribed in the General Conditions of Employment Award S085.

Eligible staff may access time-off in lieu of payment, subject to agreement between the employee and employer.
- (d) The President and the Speaker shall extend the salary provisions of the Public Sector Unions Wages Agreement 2007 to employees of the Legislature-General 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 *Technical Employees Award* (S135), the *Operational Employees Award* (S086), outcomes the *Public Sector Unions Wages Agreements* as amended, 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.



- (e) Classification of employees of Legislature-General shall be annually reviewed.

(8) 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:-

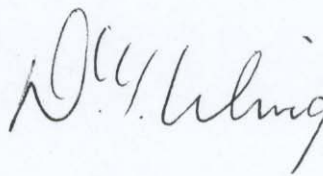
- (a) The matter shall first be discussed between the CPSU Workplace Representative and the appropriate representative of the President of the Legislative Council or the Speaker of the House of Assembly.
- (b) If the matter is not resolved by (a) above, discussions may be held between the General Secretary or any other appropriate official of the CPSU and the appropriate representative of the President of the Legislative Council or 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.



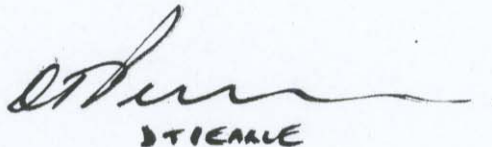
(9) Signatories

This Agreement is made at Hobart, this ~~Twenty second~~ day of ~~November~~ 2007.

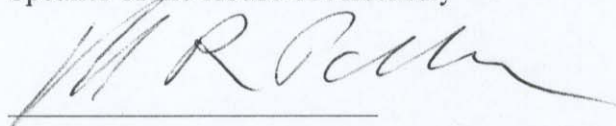
SIGNED FOR AND ON BEHALF OF
President of the Legislative Council



IN THE PRESENCE OF :


STEARLE

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



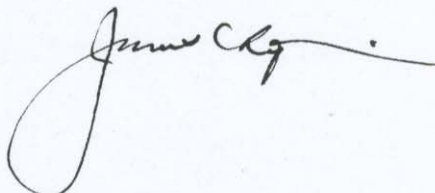
IN THE PRESENCE OF :



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(3) 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 |