

T13416 of 2009
25 MAR 2009



**EDUCATION FACILITY
ATTENDANT SALARIES AND
CONDITIONS OF EMPLOYMENT
INDUSTRIAL AGREEMENT
2008**



1. TITLE

This Agreement shall be referred to as the Education Facility Attendant Salaries and Conditions of Employment Industrial Agreement 2008.

2. ARRANGEMENT

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3. APPLICATION

This Agreement shall apply in respect of the employment by the employer of Education Facility Attendants as defined in Clause 7 of the Miscellaneous Workers (Tasmanian Public Sector) Award.

4. PARTIES BOUND

This Agreement shall be binding upon:

- i. The Minister administering the State Service Act 2000, hereinafter called "the employer"; and
- ii. The Liquor Hospitality and Miscellaneous Union, Tasmanian Branch.
- iii. All employees described in Clause 3.

5. DATE AND PERIOD OF OPERATION

This Agreement shall operate from the beginning of the first full pay period on or after 1 December 2008 and shall operate until 30 June 2011.



6. RELATIONSHIP TO THE AWARD

Employees covered by this Agreement are, except for this Agreement, subject to the Miscellaneous Workers (Tasmanian Public Sector) Award. Where any inconsistency occurs between this Agreement and the Award, this Agreement shall prevail to the extent of the inconsistency.

7. CLASSIFICATION AND WAGE STRUCTURE

An employee appointed to a position will be paid the salary rate applicable to a level determined in accordance with the classification standards set out below.

Education Facility Attendant Level 1

PROVIDED that an employee has completed six months service at Level 1 shall progress to Level 2, subject to satisfactory performance and skills acquisition.

Level 1 Classification Standard:

This is the introductory training level.

An employee at this level will undertake training in school attendant duties which comprise cleaning, groundskeeping and/or kitchen assistant functions.

An employee at this level works under direct supervision.

Work routines, methods and procedures are well established.

Relevant training and/or experience determined between the parties appropriate to the nature of the work.

Education Facility Attendant Level 2

PROVIDED that an employee who has completed twelve months service on the wage rate prescribed for Level 2 shall progress to Level 3, subject to satisfactory performance and skills acquisition.

Level 2 Classification Standard:

An employee at this level performs routine cleaning, groundskeeping and/or kitchen assistant duties.

Works under direct supervision.

Exercises minimal judgement in deciding how tasks are performed.

Relevant training and/or experience determined between the parties appropriate to the nature of the work.



Education Facility Attendant Level 3

Level 3 Classification Standard:

An employee at this level performs routine cleaning, groundskeeping and/or kitchen assistant duties and may, in addition to these duties, undertake minor maintenance duties.

An employee at this level works under general supervision.

An employee at this level may supervise School Attendants Level 1 and 2.

Exercises judgement in deciding how tasks are performed.

Exercises good communication and interpersonal skills.

Relevant training and/or experience determined between the parties appropriate to the level of the work.

Education Facility Attendant Level 4

Level 4 Classification Standard:

An employee at this level performs the full range of cleaning, groundskeeping duties and/or kitchen assistant duties and, in addition, undertakes duties which contribute, at a high level, to the maintenance program of the school.

Under limited supervision, may supervise staff engaged in routine cleaning, groundskeeping and/or kitchen assistant duties.

An employee at this level exercises judgement in deciding how tasks are performed and exercises good communication and interpersonal skills.

Classification	Employment Status	Annual Salary
Attendant Level 1.1 (on commencement)	Full-time	\$32517
Attendant Level 1.1 (on commencement)	Part-time	\$35769
Attendant Level 1.1 (on commencement)	Working a shift commencing before 6.30 am or finishing after 6.00 pm	\$37395
Attendant Level 1.1 (on commencement)	Working a split/broken shift or a shift finishing after 10.00 pm	\$39020
Attendant Level 1.2 (after 3 months employment)	Full-time	\$33045
Attendant Level 1.2 (after 3 months employment)	Part-time	\$36350
Attendant Level 1.2 (after 3 months employment)	Working a shift commencing	\$38002

months employment)	before 6.30 am or finishing after 6.00 pm	
Attendant Level 1.2 (after 3 months employment)	Working a split/broken shift or a shift finishing after 10.00 pm	\$39654
Attendant Level 2 (after 6 months employment)	Full-time	\$34982
Attendant Level 2 (after 6 months employment)	Part-time	\$38480
Attendant Level 2 (after 6 months employment)	Working a shift commencing before 6.30 am or finishing after 6.00 pm	\$40229
Attendant Level 2 (after 6 months employment)	Working a split/broken shift or a shift finishing after 10.00 pm	\$41978
Attendant Level 3.1 (after 18 months employment)	Full-time	\$35684
Attendant Level 3.1 (after 18 months employment)	Part-time	\$39252
Attendant Level 3.1 (after 18 months employment)	Working a shift commencing before 6.30 am or finishing after 6.00 pm	\$41037
Attendant Level 3.1 (after 18 months employment)	Working a split/broken shift or a shift finishing after 10.00 pm	\$42821
Attendant Level 3.1 (after 30 months employment)	Full-time	\$37003
Attendant Level 3.1 (after 30 months employment)	Part-time	\$40703
Attendant Level 3.1 (after 30 months employment)	Working a shift commencing before 6.30 am or finishing after 6.00 pm	\$42553
Attendant Level 3.1 (after 30 months employment)	Working a split/broken shift or a shift finishing after 10.00 pm	\$44404
Attendant Level 3.2 (after 30 months employment)	Full-time	\$37354
Attendant Level 3.2 (after 30 months employment)	Part-time	\$41089
Attendant Level 3.2 (after 30 months employment)	Working a shift commencing before 6.30 am or finishing after 6.00 pm	\$42957
Attendant Level 3.2 (after 30 months employment)	Working a split/broken shift or a shift finishing after 10.00 pm	\$44825
Attendant Level 4 (on appointment)	Full-time	\$38419
Attendant Level 4 (on appointment)	Part-time	\$42261
Attendant Level 4 (on appointment)	Working a shift commencing before 6.30 am or finishing after 6.00 pm	\$44182
Attendant Level 4 (on appointment)	Working a split/broken shift or a shift finishing after 10.00 pm	\$46103



PROVIDED that the aforementioned rates of pay will increase during the life of this Agreement as follows:

FFPP	27 November 2008	4 % (this increase is included in the rates described in this Clause)
FFPP	1 March 2009	1.5%
FFPP	1 December 2009	3.5%
FFPP	1 December 2010	3.5%
FFPP	1 March 2011	2.0%

8. ALLOWANCES

The following allowances from the Miscellaneous Workers (Public Sector) Award will be absorbed into the salary rates described in Clause 7 of this Agreement from the first full pay period on or after 1 December 2008.

- Height Allowance
- Washing Allowance
- Incinerator Allowance
- Steam Cleaning Allowance

Employees covered by this agreement may be paid a Trade Work Allowance in accordance with the conditions of Schedule 1.

9. PROTECTIVE CLOTHING ALLOWANCE

The allowance as per sub clauses (a) and (b) of Attachment B of the Award shall be \$368.00 and \$57.00 per annum respectively from 2009.

10. SPLIT SHIFT ALLOWANCE

The split shift allowance will be \$6.60 per day.

11. COMMUNICABLE DISEASES LEAVE

The provisions of communicable diseases leave as per Ministerial Direction No. 3 shall apply to employees covered by this Agreement.

12. NO EXTRA CLAIMS

The parties undertake that, for the life of this Agreement, they will not make any additional claims relating to any matter included in this Agreement.



13. NOT TO BE USED AS A PRECEDENT

This Agreement will not be used by either party as a precedent in any claims or negotiations dealing with employees not covered by this Agreement.



14. SIGNATURES

Signed for and on behalf of the Minister administering the State Service Act 2000

Signature

MANAGER IND RELATIONS

Position

Witness

25.3.09

Date

Signed for and on behalf of the Liquor Hospitality and Miscellaneous Union,
Tasmanian Branch

Signature

Branch Secretary

Position

Witness

20 March 2009

Date

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



Schedule I

Trade Work Allowance

A trade work allowance of \$20.00 per week (pro rata for part time employees) will be paid to employees covered by this agreement under the following conditions:

- The employee must be required by the School/Facility to regularly perform trade qualified work.
- The employee must be trade qualified.
- The allowance will only be paid where the cost of the allowance would not exceed what would otherwise be paid to engage a trade contractor.
- The allowance will be paid by the School through the SRP, or by the Facility for PY 10, however central approval is required before the allowance can be paid.
- The performance of trade work must not create an adverse impact on other employees included in the labour allocation.

