



TASMANIA

TASMANIAN INDUSTRIAL COMMISSION

CITATION: Filing of the Radiation Therapists Agreement 2022 [2023] TASIC 29

PARTIES:

Minister administering the *State Service Act 2000*

Community and Public Sector Union (State Public Services Federation Tasmania) Inc.

Health Services Union, Tasmanian Branch

SUBJECT: *Industrial Relations Act 1984*, s 55(2) application for filing of Industrial Agreement

FILE NO: T15037 of 2023

HEARING DATE(S): 27 June 2023

HEARING LOCATION: Hobart

DATE REASONS ISSUED: 28 June 2023

MEMBER: Ellis DP

CATCHWORDS: Industrial agreement – consent application – classification and structural adjustments - various allowances- overtime - Christmas closedown days – cancellation of old agreement – application approved with effect from 1 July 2022 and remains in force until 30 June 2025.

REPRESENTATION:

Jane Fitton, David Appleyard and Kendra Strong for the Minister administering the *State Service Act 2000*

Natalie Jones for The Community and Public Sector Union (State Public Services Federation Tasmania) Inc

James Milligan for the Health Services Union, Tasmanian Branch

FILING OF THE RADIATION THERAPISTS AGREEMENT 2022 [2023] TASIC 29

REASONS FOR DECISION

28 JUNE 2023

[1] On 19 June 2023, the Minister administering the *State Service Act 2000* lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act 1984* (the Act), an application to file the Radiation Therapists Agreement 2022 (the Agreement), and the cancellation of the Radiation Therapists Agreement 2019.

[2] The Agreement will take effect from 1 July 2022 and remains in force until 30 June 2025.

[3] The Agreement cancels and replaces the Radiation Therapists Agreement 2019 (the old Agreement).

[4] The Agreement contains the following updates from the offer:

- a. Clause 7- \$1000 cost of living increase to base salaries and salary increases as follows:
 - i. 3.5 per cent with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2022
 - ii. 3 per cent per annum with effect from ffppcooa 1 December 2023; and
 - iii. 3 per cent with effect from ffppcooa 1 December 2024.
- b. Clause 8 - Progression to qualified increment Level 2-5 holding a Graduate Diploma qualification
- c. Clause 10 - On Call Allowance – Updated hourly allowance and updated minimum payment per day to \$4.82 per hour and \$38.56 minimum payment per day
- d. Clause 11 - Availability Allowance – updated hourly allowance to \$3.78 per hour
- e. Clause 14 - Professional Development – updated Professional Development Fund allowance to \$1000 per annum
- f. Clause 17 - Market Allowance – updated percentage payable up to 20%
- g. Clause 19 - Uncapped Overtime provisions
- h. Clauses 20-23 - Structural adjustments and review of classification standards
- i. Clause 24-Christmas Close down days
- j. Schedule 1 – Updated Radiation Therapists Classification Standards
- k. Schedule 2 – The salary tables include the agreed structural adjustments
- l. Schedule 3 - Purchased Leave Scheme Salary Rates
- m. Schedule 4 - RT Level 2 Progression Pathway

[5] The parties submitted that no employees covered by the Agreement would be disadvantaged by the Agreement, the approval would be in the public interest and it is made with the consent of the parties.

[6] Having regard to the submissions of the parties and the terms of the Agreement, I am satisfied that the agreement is consistent with the public interest, and it does not disadvantage

the employees concerned. I am satisfied that there is genuine consent to the Agreement by the parties to it and that the Agreement is not for a period of more than five years.

[7] Pursuant to s 55(4)(a) of the Act, the Radiation Therapists Agreement 2022 is approved, effective from 1 July 2022. The Radiation Therapists Agreement 2019 is cancelled, effective from today.

[8] The file will now be referred to the Registrar for registration in accordance with s 56 of the Act.

