

## **TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984  
s.23 application for award or variation of award

### **Minister administering the State Service Act 2000**

(T14607 of 2018)

### **NURSES AND MIDWIVES (TASMANIAN STATE SERVICE) AWARD**

### **AMBULANCE TASMANIA AWARD**

DEPUTY PRESIDENT N M ELLIS

HOBART, 13 JULY 2018

### **Award variation— salary table replacement—wage related allowances –call arrangements– consent application— consent order issued – operative date from the first full pay period on or after (FFPPOA) 1 July 2018**

#### **DECISION**

**[1]** On 10 July 2018, the Minister administering the State Service Act 2000 (MASSA) lodged with the Registrar, pursuant to section 23 of the Industrial Relations Act 1984 (the Act), an application to vary the Nurses and Midwives (Tasmanian State Service) Award (the Nurses Award) and the Ambulance Tasmania Award, (the Ambulance Award).

**[2]** At the hearing in Hobart on 11 July 2018, Ms E Reale and Ms L Ross appeared for the MASSA. Ms Caroline Saint appeared for the Australian Nursing and Midwifery Federation, (Tasmanian Branch) (ANMF) and Mr R Moore appeared for the Health Services Union (HSU).

**[3]** Ms Reale advised the variation of the Awards reflected wage related increases pursuant to Part IV, Clause 19-Adjustment to Wage Related Allowances of the Nurses Award and Part III, Clause 5-Adjustment to Wage Related Allowance of the Ambulance Award. The variation also included the deletion and replacement of the salary tables in Part IV, Clause 19 in the Nurses Award and Part II – Classifications, Salaries and Related Matters, Clause 4-Salaries in the Ambulance Award. The salary table in the Nurses Award included an additional classification, Grade 7b.

**[4]** The variations sought for the Nurses Award increased the amounts payable for wage related allowances including the In Charge of Shift, Lead Apron, Professional Development, Preceptor, Rural and Remote Professional Development Allowance and the On Call allowance in Part V-Hours of Work and Overtime, Clause 6-Call Arrangements. Ms Reale submitted there was a minor error in the current quantum stated in Clause 6(b)(iii) to which the parties agreed. The amount for the minimum payment for eight hours is stated as \$46.18, however the parties consented to the application rate of \$47.10 being deleted and replaced with \$48.04.

**[5]** The variations sought for the Ambulance Award increased the amounts payable for wage related allowances to the Paramedic Specialist Allowance and to the availability hourly rate.

**[6]** Ms Reale, Ms Saint and Mr Moore provided submissions and stated the variations sought do not offend the public interest, do not disadvantage those employees covered by the Award and recommended the variations to the Commission with the operative date for the variation to the Award to be from the FFPPOA 1 July 2018.

[7] The variations to be effected were contained within a draft order as attached to the initiating application.

[8] I am satisfied that the application is consistent with the public interest requirements of the Act and does not disadvantage the Award covered employees.

[9] The application for variation is granted with an operative date from the FFPOA 1 July 2018.

[10] An order reflecting this decision is to follow.



N M Ellis  
DEPUTY PRESIDENT

**Appearances:**

Ms E Reale and Ms L Ross, for the MASSA  
Ms C Saint for ANMF  
Mr R Moore for HSU

**Date and place of hearing:**

2018  
11 July  
Hobart