



T14669 OF 2019

Industrial Relations Act 1984

s55 Industrial Agreement

Port Arthur Historic Site Management Authority Staff Agreement 2018

Between the

Minister administering the **State Service Act 2000**

and the

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



1. TITLE

This Agreement shall be known as the **Port Arthur Historic Site Management Authority Staff Agreement 2018**.

2. ARRANGEMENT

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3. PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000*; and the Community & Public Sector Union (State Public Services Federation Tasmania) Inc..

4. APPLICATION

This Agreement is made in respect of employees covered by the Port Arthur Historic Site Management Authority Award (the Award).

5. RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Award, or any registered Agreement with the Minister administering the *State Service Act 2000*.



Parties to this agreement will not, during the life of this agreement, retire from the following related agreements:

- Port Arthur Historic Site Management Authority Staff Agreement 2016; or
- Port Arthur Historic Site Management Authority Staff Agreement 2014

6. DATE AND PERIOD OF OPERATION

This Agreement applies with effect from 1 July 2018 and will remain in force until 30 June 2019.

7. SALARY INCREASES

Salaries will increase as follows:

- (i) 2.1% per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2018;
- (ii) 0.25% per annum with effect from the ffppcooa date of registration.

Schedule 1 of this agreement sets out the annual rates of pay effective ffppcooa 1 December 2018 and ffppcooa date of registration for employees covered by the Award.

8. ONE-OFF PAYMENT

Following registration of this Agreement, a one-off payment will be made to employees ffppcooa date of registration as follows:

- (i) 0.15% of annual salary (pro rata) to employees earning less than a full-time equivalent base salary of \$80,000 as at the date of registration of this Agreement, following the 2.1% increase outlined within section 7 of this Agreement being applied to base salary, but prior to the 0.25% increase outlined within section 7 being applied to base salary.
- (ii) \$120 (pro rata) to employees earning a full-time equivalent base salary of \$80,000 or more as at the date of registration of this Agreement, following the 2.1% increase outlined within section 7 of this Agreement being applied to base salary, but prior to the 0.25% increase outlined within section 7 being applied to base salary.

9. NO EXTRA CLAIMS

The parties to this Agreement undertake that, for the period of operation of this agreement, they will not initiate any additional claims regarding salary or conditions of employment.



10. SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

Signed:.....*Louise Mills*.....

Name:*LOUISE MILLS*.....

Date:*12-8-19*.....

SIGNED FOR AND ON BEHALF OF

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

Signed:.....*[Signature]*.....

Name:*TOM LYNCH*.....

Date:*12 AUGUST 2019*.....



Schedule I – Salaries
General Stream

Classification	Current	2.1% increase from FFPPCOOA 1 December 2018	One Off Payment	0.25% increase from FFPPCOOA date of registration
B1-R1-1	\$42,822	\$43,721	\$66	\$43,830
B1-R1-3	\$45,791	\$46,753	\$70	\$46,870
B1-R2-2	\$48,756	\$49,780	\$75	\$49,904
B1-R2-4	\$51,544	\$52,626	\$79	\$52,758
B1-R2-5	\$52,280	\$53,378	\$80	\$53,511
PROMOTION				
B2-R1-2	\$54,093	\$55,229	\$83	\$55,367
B2-R1-3	\$55,086	\$56,243	\$84	\$56,384
B2-R1-4	\$56,127	\$57,306	\$86	\$57,449
B2-R1-5	\$57,492	\$58,699	\$88	\$58,846
B2-R1-6	\$58,322	\$59,547	\$89	\$59,696
PROMOTION				
B3-R1-2	\$60,753	\$62,029	\$93	\$62,184
B3-R1-3	\$61,968	\$63,269	\$95	\$63,427
B3-R1-4	\$63,164	\$64,490	\$97	\$64,651
B3-R1-5	\$64,805	\$66,166	\$99	\$66,331
B3-R1-6	\$65,780	\$67,161	\$101	\$67,329
PROMOTION				
B4-R1-2	\$68,043	\$69,472	\$104	\$69,646
B4-R1-3	\$69,815	\$71,281	\$107	\$71,459
B4-R1-4	\$71,686	\$73,191	\$110	\$73,374
ADVANCED ASSESSMENT POINT				
B4-R2-2	\$72,896	\$74,427	\$112	\$74,613
B4-R2-3	\$74,791	\$76,362	\$115	\$76,553
B4-R2-4	\$77,293	\$78,916	\$118	\$79,113
B4-R2-5	\$78,457	\$80,105	\$120	\$80,305
PROMOTION				
B5-R1-2	\$81,726	\$83,442	\$120	\$83,651
B5-R1-3	\$83,792	\$85,552	\$120	\$85,766
ADVANCED ASSESSMENT POINT				
B5-R2-1	\$84,991	\$86,776	\$120	\$86,993
B5-R2-2	\$85,772	\$87,573	\$120	\$87,792
PROMOTION				
B6-R1-2	\$89,714	\$91,598	\$120	\$91,827
B6-R1-3	\$91,508	\$93,430	\$120	\$93,664
B6-R1-4	\$94,498	\$96,482	\$120	\$96,723
ADVANCED ASSESSMENT POINT				
B6-R2-2	\$96,906	\$98,941	\$120	\$99,188
B6-R2-3	\$98,611	\$100,682	\$120	\$100,934



B6-R2-4	\$100,308	\$102,414	\$120	\$102,670
B6-R2-5	\$101,591	\$103,724	\$120	\$103,983
PROMOTION				
B7-R1-2	\$106,497	\$108,733	\$120	\$109,005
B7-R1-3	\$108,627	\$110,908	\$120	\$111,185
ADVANCED ASSESSMENT POINT				
B7-R2-2	\$110,799	\$113,126	\$120	\$113,409
B7-R2-3	\$112,134	\$114,489	\$120	\$114,775
PROMOTION				
B8-R1-2	\$115,968	\$118,403	\$120	\$118,699
B8-R1-3	\$118,287	\$120,771	\$120	\$121,073
ADVANCED ASSESSMENT POINT				
B8-R2-2	\$122,463	\$125,035	\$120	\$125,348
B8-R2-3	\$123,856	\$126,457	\$120	\$126,773
PROMOTION				
B9-R1-2	\$140,644	\$143,598	\$120	\$143,957
B9-R1-3	\$147,339	\$150,433	\$120	\$150,809
B9-R1-4	\$154,037	\$157,272	\$120	\$157,665
B9-R1-5	\$155,589	\$158,856	\$120	\$159,253
PROMOTION				
B10-R1-2	\$165,879	\$169,362	\$120	\$169,785
B10-R1-3	\$173,778	\$177,427	\$120	\$177,871
B10-R1-4	\$181,677	\$185,492	\$120	\$185,956
B10-R1-5	\$183,365	\$187,216	\$120	\$187,684



Professional Stream

Classification	Current	2.1% increase from FFPPCOOA 1 December 2018	One Off Payment	0.25% increase from FFPPCOOA date of registration
P1-R1-2	\$61,968	\$63,269	\$95	\$63,427
P1-R1-3	\$66,831	\$68,234	\$102	\$68,405
P1-R1-4	\$69,815	\$71,281	\$107	\$71,459
P1-R1-5	\$72,896	\$74,427	\$112	\$74,613
P1-R1-6	\$77,293	\$78,916	\$118	\$79,113
P1-R1-7	\$80,123	\$81,806	\$120	\$82,011
ADVANCED ASSESSMENT POINT				
P2-R1-1	\$83,792	\$85,552	\$120	\$85,766
P2-R1-2	\$87,319	\$89,153	\$120	\$89,376
P2-R1-3	\$91,508	\$93,430	\$120	\$93,664
P2-R1-4	\$94,498	\$96,482	\$120	\$96,723
P2-R1-5	\$96,906	\$98,941	\$120	\$99,188
P2-R1-6	\$98,611	\$100,682	\$120	\$100,934
ADVANCED ASSESSMENT POINT				
P2-R2-1	\$100,308	\$102,414	\$120	\$102,670
P2-R2-2	\$101,591	\$103,724	\$120	\$103,983
PROMOTION				
P3-R1-2	\$106,497	\$108,733	\$120	\$109,005
P3-R1-3	\$108,627	\$110,908	\$120	\$111,185
ADVANCED ASSESSMENT POINT				
P3-R2-2	\$110,799	\$113,126	\$120	\$113,409
P3-R2-3	\$112,134	\$114,489	\$120	\$114,775
PROMOTION				
P4-R1-2	\$115,968	\$118,403	\$120	\$118,699
P4-R1-3	\$118,287	\$120,771	\$120	\$121,073
ADVANCED ASSESSMENT POINT				
P4-R2-2	\$122,463	\$125,035	\$120	\$125,348
P4-R2-3	\$123,856	\$126,457	\$120	\$126,773
PROMOTION				
P5-R1-2	\$140,644	\$143,598	\$120	\$143,957
P5-R1-3	\$147,339	\$150,433	\$120	\$150,809
P5-R1-4	\$154,037	\$157,272	\$120	\$157,665
P5-R1-5	\$155,589	\$158,856	\$120	\$159,253
PROMOTION				
P6-R1-2	\$165,879	\$169,362	\$120	\$169,785
P6-R1-3	\$173,778	\$177,427	\$120	\$177,871
P6-R1-4	\$181,677	\$185,492	\$120	\$185,956
P6-R1-5	\$183,365	\$187,216	\$120	\$187,684



Ghost Tour Guides

Rates below are per hour.

Classification	Current	2.1% increase from FFPPCOOA 1 December 2018	0.25% increase from FFPPCOOA date of registration
Training	\$26.91	\$27.48	\$27.55
Class 1	\$36.10	\$36.86	\$36.95
Class 2	\$38.08	\$38.88	\$38.98
Class 3	\$42.23	\$43.12	\$43.23
Class 4	\$44.26	\$45.19	\$45.30
Class 5	\$45.25	\$46.20	\$46.32

