

Offer – 29 March 2019 – Public Sector Union Wages Agreement.

The following package of salaries and conditions is an offer in response to the Unions' Log of Claims, discussions and correspondence to date.

Period of Agreement:

- 3 years.

Salaries and Allowances:

- Year 1 salary increase – 2 per cent from FFPOOA 1 December 2018
- Year 2 salary increase – 2.5 per cent from FFPOOA 1 December 2019
- Year 3 salary increase – 2.5 per cent from FFPOOA 1 December 2020.

These salary increases are subject to the agreement of unions to the efficiencies and improvements to public sector management practices as outlined below.

These include:

Short-term:

- Removal of waiting time payments;
- No overtime payable to part-time staff until the equivalent of 1.0 FTE is worked (weekend penalty rates excluded);
- A program of early retirement and public sector renewal of positions (WRIPs);
- Performance-based salary progression being implemented in all awards; and
- Removal of public holidays to align with other jurisdictions (e.g. Easter Tuesday).

Medium-term:

- A review of the State Service, to be conducted over a two year period completed by mid-2021 to consider structural, legislative and cultural improvements that would transform current structures, services and practices and deliver a State Service Act fit for purpose for the 21st century.

The below whole-of-service improvements to superannuation and family benefits are included in this offer:

Improved Superannuation Benefits:

The following involve improvements to superannuation contributions for employees covered by this Agreement:

- Pay employer superannuation contribution for employees during *unpaid Parental Leave*, within the first 12 months period, with effect from the first full pay period commencing on or after the increase in salaries is agreed. The salary to be based on the salary paid whilst on 14 weeks paid Parental Leave (as defined in the Award).
- Pay employer superannuation contribution for employees on *workers' compensation* with effect from the first full pay period commencing on or after the increase in salaries is agreed.

Family Benefits:

Improvements to a range of conditions demonstrate a commitment to a family friendly workplace and present a significant attraction for employees to work in the State Service are as follows:

- Increase paid Parental Leave from 14 to 16 weeks with effect from 1 July 2019.
- Increase paid Partner Leave (after the birth of baby/adoption) from 1 to 3 weeks with effect from 1 July 2019.
- Recredit Recreation Leave and Parental Leave where compassionate or bereavement conditions apply.
- Establish Flexible Employment Policy Arrangements and supporting guidelines.

Additional Improved Employment Conditions

- Establishment of a Youth Employment Program to provide employment opportunities for young school leavers.
- Provide opportunities for permanent employment for existing fixed-term employees, and creation of a framework outlining future preference for permanent employment. This includes identification of workforces where over-use of fixed-term is occurring and provide for change of employment status to permanent taking into account the following criteria:
 - The fixed-term has been for a continuous period of 24 months or more; and
 - There is clearly an ongoing requirement for those duties or similar duties; and
 - There has been 3 or more consecutive fixed-term periods of employment.

In considering these issues, the onus will be on the Head of Agency to justify reasons why the status should not change.

- Enable cash out of Public Holiday Leave in the Health and Human Services (Tasmanian State Service) Award.
- Establish a facilitative provision to enable broad banding of positions.
- Establish salary sacrifice for the Metro Green Card.

Department of Education specific issues:

- TOIL day for Teachers Assistants at Easter in accordance with present agreement to apply. This to be included in this Agreement.
- Examine Medical Procedures Allowance and protocols and mechanism for updating the allowance.

- Examine Toileting Allowance, protocols and mechanism for updating the allowance
- Staffing allocation for laboratory technicians: paper presented to Department of Education Executive to improve the model.
- Examine duties to be performed by Teacher Assistants during stand down, in consultation with unions.
- Consultation to occur with unions in the production of a policy for school based union delegates to undertake their roles.

Employment Arrangements

The following employment related matters while not part of the Industrial Agreement form part of the offer:

- Provide greater flexibility in the use of the current promotion without advertising provision to recognise employees where they have demonstrated through fair process, and over a period, recognising merit by their ability to perform at a higher level, including genuine reclassification of roles and during restructures and long term acting arrangements and where an employee has undertaken the duties or similar duties at the higher level through long term acting arrangements. Establish a set of principles for consideration that are taken into account.
- Establish interoperability provisions for declared emergencies including national and international deployments.
- Develop workload management tools and benchmarks to consider workload issues and/or introduce tools to assist employees with self-assessment of their well-being.
- Finalise Shift and Penalty Provision in the Tasmanian State Service Award.
- To identify particular opportunities where broad banding can be piloted.
- Include in recruitment and advertising guidelines examination of flexibility with location as an option to attract a wider field of applicants throughout the state.
- Re-examine social media and employees as citizens (Public sector voice) in consultation with unions.
- To establish a framework for the future use and recruitment of fixed-term employment. This will include change of employment status provisions, including:
 - Merit processes for the initial fixed-term employment
 - Genuine change in business circumstances
 - Agreed criteria to be applied, including continuous employment of three or more consecutive periods of employment and on-going requirements for the duties or similar duties to be undertaken

In applying these criteria the onus will be on the Head of Agency (delegate) to justify reasons why status of employment should not change.
- The above will occur through the present Working Group and/or separate projects. In examining this a definition of consecutive (continuing) employment will be developed, including specifying a period where a break does not break continuity of employment.

This Offer remains open until close of business, 12 April 2019.