

PUBLIC SECTOR UNION WAGES AGREEMENT 2018 – OFFER

The following package of salaries and conditions is offered in response to the Unions' Log of Claims and Statements of Intent.

This offer will remain open for unions to respond by 9 December 2018.

Period of Agreement:

- 3 years

Salaries and Allowances:

- Salaries and Existing Salary-Related Allowances: 2% pa with effect from the first full pay period commencing on or after 1 December 2018, 1 December 2019 and 1 December 2020.
- Existing Expense-Related Allowances: Increase as per established mechanisms in Awards.

Improved Superannuation Benefits:

The following involve improvements to superannuation contributions for employees:

- Pay employer superannuation contribution for employees during *unpaid Parental Leave* with effect from the first full pay period commencing on or after the increase in salaries is agreed.
- 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 demonstrates commitment to a family friendly workplace and presents a significant attraction for people to work in the state service:

- 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.
- Redirect Recreation Leave and Parental Leave where compassionate or bereavement conditions apply.
- Establish Flexible Employment Policy Arrangements and supporting guidelines.

Youth Employment:

Creation of employment opportunities for young school leavers is an important investment in our future workforce:

- Introduce a Youth Employment entry program with effect from 1 July 2019 (with a \$1 million per annum funding commitment) with the following components:

- Ongoing yearly program – over Forward Estimates.
- Year 12 completion entry.
- 20 participants each year.
- Paid TasTAFE training and certificate qualification.
- Up to 25% targeted (Aboriginal and diverse groups).
- Introduce classification in Agreement progress from Band 1 to Band 2 on attaining qualification and satisfactory performance over 3 year period.
- Opportunity to be offered a permanent Band 2 role.

Permanent Employment:

To provide opportunity to gain permanent employment for existing fixed-term employees and to establish a framework to support permanent employment as preferential.

For existing employees, the commitment is to identify workforces where over-use of fixed-term is occurring and provide for change of employment status to permanent employee taking into account the following criteria:

- The fixed-term has been for a continuous period of at least 24 months or there has been 3 or more consecutive fixed-term periods of employment.
- There is an ongoing requirement for those duties or similar duties.

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

Refer to “Employment Arrangements” for future use of fixed term employment and change of employment status.

Additional Improved Employment Conditions:

The following issues have been raised during negotiations and as a result of consultation with agencies and will come into effect from the date of registration of the Agreement:

- Enable cash out public holiday leave in Health and Human Services (Tasmanian State Service) Award.
- Establish a facilitative clause in the Agreement that enables broadband positions to be introduced to support career progression and filling hard to fill roles (also refer to “Employment Arrangements”).
- Establish salary sacrifice provision for Metro Green Card.
- Review Waiting Time provisions in relevant Agreements.

Employment Arrangements:

Whilst not part of the offer, the Employer is committed to finalise the following Employment Arrangements and Employment Provisions prior to registration of the Agreement:

- Provide greater flexibility in the use of promotion without advertising provision to recognise employees, where they have demonstrated through fair process and over a period, their ability to perform at a higher level, including genuine reclassification of roles and during restructures and 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.
- Finalise Shift and Penalty Provision in the Tasmanian State Service Award.
- Identify particular opportunities where additional broad banding can be piloted.
- Establish a framework for the future use and recruitment of fixed-term employment. This will include change of employment status provisions:
 - Merit processes for the initial fixed-term employment
 - Genuine change in business circumstances
 - Agreed criteria to be applied.

The above will occur through the present Working Group and/or separate projects.

Introduce presumptive Post-traumatic Stress (Disorder) legislation and consult on implementation.