

Department of Premier and Cabinet

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Mr Tim Jacobson
State Secretary
Health & Community Services Union - Tasmanian Branch
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Dear Tim

Tasmanian State Service wages negotiations - Offer to unions –Salary Increases and Standard conditions

As committed at our meeting on 30 September, below is an offer to unions in relation to salary increases and conditions to apply across all the Award and Agreements being negotiated to improve the working environment in the State Service and support government priorities including gender equality, workforce participation, and diversity and inclusion.

The terms of the offer are set out as follows:

Terms of Offer for the Agreements

Period of Operation of Agreement

An agreement operating for a term of 3 years

Salary and Allowances Increases

3.25%	per annum in year 1	FY 22/23
3.0%	per annum in year 2	FY 23/24
3.0%	per annum in year 3	FY 24/25

In addition to this, employees covered by the agreements at the top of General Stream Band 3 (TSSA) (or equivalent) and below, receive a \$500 flat rate increase to their base salary, on registration of the Agreement.

Note the salary increases are payable from the first full pay period on or after 12 months from the previous salary increase that has been paid.

This is subject to reaching in-principle agreement before the anticipated salary increase is due to be paid or otherwise the first salary increase will be paid in Year 1 from the first full pay period on or after in-principle agreement is reached.

Cost of Living/Retention Payment (COL/Retention payment)

In addition to the salary increase in Year 1:

- Employees covered by the agreements at the top of General Stream Band 6 (TSSA)(or equivalent) and below, receive a One-off Cost of Living/Retention payment of \$1500 (pro rata) on registration of the Agreement.
- Employees covered by the agreements at the bottom of General Stream Band 7 (TSSA) (or equivalent) and above, receive a One-off Cost of Living/Retention payment of \$1000 (pro rata) on registration of the agreement.

Lower Income Payment (LIP payment)

- Employees covered by the agreements at the top of General Stream Band 3 (TSSA) or equivalent) and below, receive a One-off Lower Income Payment of \$1000, flat rate, on registration of the Agreement (note this is in addition to the \$500 flat rate increase to the base).

Offer for increased and new Tasmanian State Service standard conditions

Paid Parental Leave (increase to current standard and a change to conditions)	<u>Primary Caregiver</u> : 18 weeks paid parental leave <u>Secondary Caregiver</u> : 4 weeks paid parental leave at the time of the birth. An additional 12 weeks paid parental leave if the secondary caregiver takes over primary care responsibilities within the first 18 months of the life of the child.
Unpaid Grandparent Leave (as part of Parental Leave) (New entitlement)	52 weeks continuous unpaid leave where grandparents assume primary care giving responsibilities in respect of the birth or adoption of a child.
Foster Leave (New entitlement)	Up to 10 days paid leave per year to support foster carers, recognising diverse family arrangements.
Surrogacy Leave (New entitlement)	6 weeks paid surrogacy leave for an employee acting as a surrogate in a formal surrogacy arrangement pursuant to <i>Surrogacy Act 2012</i> .
Bereavement and Compassionate Leave (Amended entitlement)	Amend the scope of Bereavement and Compassionate Leave to include still birth and miscarriage, enabling employees to take up to 10 days compassionate and bereavement leave in these circumstances.

Aboriginal Cultural Leave (New entitlement)	5 days paid leave per year for Aboriginal or Torres Strait Islanders, to assist in cultural and ceremonial obligations or community culture events.
Disability Leave (New entitlement)	5 days paid leave per year to be used for activities or appointments associated with the employee's disability as defined in the <i>Disability Services Act 2011</i> (Tas).
Gender Transition Leave (New entitlement)	4 weeks paid leave and 48 weeks unpaid leave for employees undertaking a gender affirmation process.

Ongoing Negotiations with Lead Negotiators

Whilst negotiations on other matters for particular agreements continue with the lead negotiators who are authorised to fully negotiate these matters, I request that you provide your response and/or feedback to me, as Head of State Service by COB Friday 21 October 2022.

I appreciate the good faith discussions that we had last Thursday and Friday (dates) and particularly that you agreed to prioritise outstanding claims for discussion with Lead Negotiators to enable those to be considered as part of a total costed package and what is affordable to the relevant Agency.

I thank you for your agreement to not undertake any industrial action until we meet again on the 24th October, which will enable us to continue to negotiate in good faith.

In the meantime, if you have any questions, you should contact Jane Hanna (DSSMO) or Jane Fitton (DDSSMO) for any specific queries you may have.

Yours sincerely



Jenny Gale
Head of the State Service