

Department of Premier and Cabinet

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State Secretary
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Dear Tim

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

Thank you for attending the round table discussion on Thursday 15 September with the Premier, Hon. Jeremy Rockliff. The meeting provided an opportunity for the Premier to hear directly from unions about their concerns.

As committed at that meeting, 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 below:

Terms of Offer for the Agreements

Period of Operation of Agreement

An agreement operating for a term of 4 years

Salary and Allowances Increases

3.0%	per annum in year 1	FY 22/23
3.0%	per annum in year 2	FY 23/24
2.5%	per annum in year 3	FY 24/25
2.5%	per annum in year 4	FY 25/26

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, all employees covered by the agreements receive a One-off Cost of Living/Retention payment of \$1 500 (pro rata) on registration of the Agreement.

Lower Income Payment (LIP payment)

In recognition of the additional cost of living pressures facing lower income earners at this time, employees with a salary up to the equivalent of the top of Band 2 i.e. (\$64, 000 per annum) will also receive a one-off Lower Income Payment (LIP) of \$1 500, (pro rata) on registration of the Agreement in addition to the salary increase in Year 1 and the one-off COL/Retention payment.

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 Friday 30 September 2022.

I am fully aware that there are a number of agreements that are due to be finalised by 1 December, however, to ensure a timely salary increase I would urge you to work to prioritise any outstanding claims with the lead negotiators in light of this offer recognising all claims will be considered as part of a total costed package and what is affordable to the relevant Agency.

As you would understand the above presents a significant cost to Agencies and may result in any additional matters needing to be prioritised.

We are all working towards timely salary increases for employees and to enable a final offer to be taken to your members, further industrial action will only put this at risk. Again, as a sign of goodwill, the Government requests those unions that have current or proposed industrial action in place to withdraw that action while this offer is being considered.

In order for good faith negotiations to continue all industrial action including work bans need to cease. We are continuing to negotiate in good faith and we ask that unions do the same.

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

Yours sincerely



Jenny Gale
Head of the State Service