

## PSUWA16 LOG OF CLAIMS

### WAGES AND CONDITIONS

#### What we want to achieve:

- Public sector workers fairly remunerated for the value of work they perform.
- Leading the development and implementation of progressive industrial practices such as family violence leave.
- Public sector workers encouraged to set aside enough superannuation savings to fund a comfortable retirement.
- Governments respecting industrial laws not trying to override them such as with the Wage Freeze legislation.

#### How we'll achieve it:

- *Wages across the public sector increased by 2.5% from December 2016 (or min \$28/week), 2.75% from December 2017 (or min \$30/week) and 3% from December 2018 (or min \$34/week)*
- *All workers entitled to 20 days family violence leave*
- *Productivity increases recognised by granting 3 Christmas leave days*
- *Awards amended so the minimum period of overtime not worked directly following normal hours is 4 hours*
- *Rostering to be subject to consultation provisions*
- *Additional leave for shift workers paid for working 10 weekend days and part-timers to get pro-rata weekends*
- *Shift workers to be paid their projected shift roster for all forms of leave, and leave loading rolled into the HAUSA rates*
- *Employer superannuation contributions increased by 0.5% per annum if matched by an equal employee contribution, taking minimum superannuation to 12.5%*
- *Paid maternity leave increased to 18 weeks, paid paternity leave to 6 wks*
- *All workers to access novated leases through salary sacrifice and access to salary packaging extended as far as Federal laws will allow*
- *Superannuation for employees on workers compensation*
- *Night shift loading increased to 27.5%*
- *Employees able to access all accrued personal leave for any type of personal leave*
- *Introduction of 3 days of compassionate leave*

### CAREER PATHS, TRAINING AND DEVELOPMENT

#### What we want to achieve:

- A public sector where the skills, knowledge and qualifications of public sector staff are respected.
- Identification of future workforce needs and existing staff given support and opportunities to train and develop to fill those roles.
- Opportunities for all who want to develop their skills and utilise those skills at the highest possible level.
- Young Tasmanians recruited at base level and given opportunities to develop into the workforce needed in the future.
- Skills and knowledge of older workers valued and opportunities to mentor and support those who'll replace them.
- Staff who develop their skills rewarded through progression across band structures.
- Managers to receive training needed to provide leadership and support to their staff and to better address under-performance.
- Encouragement given to staff to move within and between agencies across their career.

#### How we'll achieve it:

- *Agencies required to undertake and maintain workforce plans and report annually on future workforce needs*
- *Employees have the opportunity to have a development plan as part of their performance review*
- *Formal phased-in retirement programs developed to facilitate knowledge and skill transfer before retirement*
- *Development of processes to facilitate transfers between agencies for reassignment of duties instead of external advertising*
- *Staff with qualifications who use those qualifications in their role to be rewarded*
- *Agencies required to establish a training fund equivalent to \$500 per employee per year*
- *Employment Directions amended to allow for appointment at higher levels on attainment of agreed development goals*
- *Broad banding arrangements developed for more occupations*
- *Centrally funded and implemented youth recruitment program giving candidates entry level employment and 2 years of structured training across the service*
- *Employment Directions on performance reviewed to manage for high performance*

## FUNDING, RESOURCES, WORKLOAD AND PRIVATISATION

### What we want to achieve:

- Agencies funded so they can provide the services our community needs and wants.
- Sufficient funding to fill all the roles needed to efficiently provide services including administrative functions, management, support and direct client services.
- Funding linked to service demand so service quality can be maintained.
- Managers to receive training needed to provide leadership and support to their staff and to better address under-performance.
- The end of constant restructuring so staff can concentrate on long term goals.
- Public services provided by the public sector including increasing resources to fulfill unmet demand

### How we'll achieve it:

- *Develop competencies and provide training for managers based on the number of staff they have reporting to them*
- *A process for employees to report risks to, or reduction in, services*
- *Funding provided to backfill when staff take planned leave*
- *Agency activities transparently linked to their strategic plan*
- *Managers to be given a minimum amount of time to management responsibilities based on number of staff reporting to them*
- *Award clause on privatisation amended to impose a strong barrier against privatisation*
- *Agencies to provide staff with quarterly reports on establishment of FTEs including the number of vacant positions*

## A PUBLIC SECTOR THAT SERVES THE TASMANIAN COMMUNITY

### What we want to achieve:

- A public sector whose purpose is to serve the Tasmanian community not the political interests of the government of the day.
- Information freely available to the community and public sector workers encouraged and supported to tell the truth.
- Clear separation btwn agencies and ministerial offices so political appointees can't direct or influence the work of the public sector.
- A public sector not distracted from its core work by politically motivated announceables.

### How we'll achieve it:

- *All public sector workers should receive training on the separation of powers between agencies and ministerial offices*
- *Formal advice provided to the govt by the public sector on any matter released when govt makes a decision on that matter*
- *Agencies responsible for communications on agency matters instead of the government communications office*
- *That whole-of-govt media protocols be reviewed to de-politicise communication of information from public sector to community*
- *Information held by the public sector should be freely available to the public except in specific circumstances*
- *Employment Directions amended to ensure public sector workers can express their opinion without fear of retribution*
- *Agency support for workplace integrity officers who can help staff with integrity and separation of powers issues*

**BUILD A BETTER  
FUTURE**

**PROUD  
to be  
PUBLIC**



**HACSU**  
Health and Community Services Union