



YOUR WAGES AGREEMENT



OUR STATEMENT OF INTENT FOR A STRONGER PUBLIC SECTOR

3
YEARS

3
PERCENT

NO
TRADE-OFFS



FIXED TERM EMPLOYMENT

Use of fixed term employment to be strictly limited and the process for conversion to permanent improved.



FLEXIBLE WORKING ARRANGEMENTS

Strengthen clauses by placing onus on the employer to provide evidence when rejecting requests for flexible arrangements.



RECLASSIFICATION

Process for reclassification to be overhauled including the development of simple assessment tools and direct selection to reclassified positions to become standard.



CONSULTATION

Clearly define what constitutes consultation and when the employer is required to consult with Unions and employees. Failure to consult to become a breach of State Service Act Code of Conduct.



CAREER PATH DEVELOPMENT

Requirement for career development to be discussed annually and for training and development identified to be funded. Transfer at level to be formalised with external advertising only occurring after transfer options have been considered. Performance based progression between Bands to be facilitated.



DELEGATE RIGHTS

For delegates to be recognised as the representatives of members and included in all worksite committees. For delegate committees to meet regularly with Agency management to discuss strategic plans, budgets, change processes and other issues affecting the Agency.



WORKLOAD MANAGEMENT

Development of transparent workload indicators. Employer required to monitor, measure and report on workload indicators at an individual, Divisional and Agency basis.



PUBLIC SECTOR VOICE

Restrictions on public sector employees engaging with their community as citizens to be clearly defined and communicated.



OPEN WORK LOCATION

Jobs advertised within the Tasmanian State Service should only include a location where the job can't be performed elsewhere.



NO PRIVATISATION

Introduction of a clause to confirm that jobs, roles or activities undertaken by employees covered by the Agreement will not be privatised or outsourced during the term of the Agreement.



Your Wages Agreement - Timeline

24 May
GetREDy Day

14 June
Budget Day

30 June
Agreement Expires

www.cpsu.com.au