

Getting to know your Wages Agreement.

Direct Selection for Reclassification

MEMBER WIN!

CPSU members are fighting back against wage theft in the Tasmanian State Service. Together, we have campaigned and won the right to direct selection for reclassification.

To be eligible to take advantage of this CPSU member win, you will need to meet all the following criteria:

1. You are a permanent employee, employed under the Tasmanian State Service Award or Health and Human Services Award;
2. Your Employer has determined that the classification in respect of the duties assigned to you is higher than the classification at which you were initially appointed or promoted to those duties;
3. There is an ongoing need for you undertake your duties at the higher classification level
4. Your conduct and performance have been assessed as satisfactory in your performance management plan for the higher classified duties.

Promotion without Advertising for Long Term Higher Duties

MEMBER WIN!

Every day we meet workers who have been working at higher duties for years without recognition, respect, or pay for that work.

On application from a worker employed under the Tasmanian State Service Award or Health and Human Service Award, having been assigned fixed-term duties for a continuous period of at least 36 months, the Head of Agency will review the employee's status.

What Happens Next:

Heads of Agencies will now be required to justify in writing why an identified worker should not be promoted. That means we can challenge those arguments, so for the first time the scales aren't tipped completely in the Employer's favour.

It's about dignity, valuing the work you do, and securing better jobs and careers in the public sector. Take the next step and join the union that will help you be recognised with fair pay.

In a nutshell:

If the following criteria are met the Head of Agency can now seek approval from the Head of State Service to promote the employee without advertising:

1. The fixed-term arrangement has been continuous over at least 36 months at the same or similar duties; AND,
2. The employee has been through a merit-based process; AND,
3. There is clearly ongoing requirement for those duties or similar duties; AND,
4. There have been 3 or more fixed-term periods performing the same or similar duties.

Other Highlights:

- ✓ NO unfair wage cap
- ✓ Average wages increased by \$1200, with backpay from December 2019
- ✓ Compassionate & Bereavement Leave can now be re-credited if you need to take it while already on Recreational or Parental leave.
- ✓ Carers Leave *doubled!*
- ✓ +2 weeks Paid Partner Leave
- ✓ +2 weeks Paid Parental Leave

The days of proving that you've been under-paid, only to be forced to re-apply for your own job are finished.

None of this would have been possible without the sustained collective action of thousands of CPSU members over two years. Together, in union, we have the strength to safeguard and improve our public services, as well as the working lives of those who deliver them. **Workers will still have to fight for the right - but we're here to help. That's why it's important to join your union.**



GETTING TO KNOW YOUR AGREEMENT

...BROUGHT TO YOU BY CPSU MEMBERS!

Broad Banding

Occupational Group Broadbanding is designed to deal with a skill shortage or recruitment difficulty for a class of workers, and to recognise that employees recruited into those roles will gain work-related qualifications, professional knowledge and competencies over time.

It includes, but is not limited to, classification structures for formal trainees, cadetships and graduate development programs.

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Workers will be able to put a case for a position to be broad banded to the Employer.

This may be established by agreement, or escalated to the Tasmanian Industrial Commission in the event of a dispute, **giving workers genuine due process where an employer's objection is unreasonable.**

What Happens Next:

Workers will still need to put together a case to have these new conditions implemented. **We're here to support you. Get the most out of your agreement by joining the CPSU today!**

Mobility

There are all sorts of reasons for wanting to move on from your current job, but no reason your skills shouldn't be recognised and utilised somewhere else delivering the public services Tasmanians want and rely on.

A Mobility Register will be established to allow all workers in the state service to express a preference to move to another agency to further develop their career in the public service.

MEMBER WIN!

What Happens Next:

Workers will still need to put together a case to have these new conditions implemented in their workplace. **We're here to support you. Get the most out of your agreement by joining the CPSU today.**

Broad banding provides improved career pathways to tackle skills shortages and work overload head-on.

In a nutshell: Broad Banding links together multiple classifications to give workers flexibility to fill roles to meet the needs in your workplace.



Mobility means the freedom to have your skills recognised and take your career in the public sector in a new direction.

Whether you're unhappy with your workplace, feel like you've run out of options to move your career forward or need a seachange, **mobility will make developing your career in the public sector easier.**



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Proud to be Union

Join the Community & Public Sector Union today.
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