

## Draft Tasmanian State Service Award Appendix 18

### Appendix 18 – Department of Communities Tasmanian Transition Arrangement

This appendix applies to employees who, as a result of *State Service (Restructuring) Order (No. x) 2022\**, were translated from coverage of the *Health and Human Services (Tasmanian State Service) Award (HAHSA)* to this Award.

\*May need to include reference to several Orders to cover all the employees transferred from HAHSA to TSSA

Each employee within the scope of this appendix will be individually notified of their changed employment arrangements and the conditions that will apply to them in addition to matters included in this Award to ensure no overall disadvantage.

As a minimum this will include details of:

- Salary and classification level
- Personal leave arrangements including the balance being transferred
- Recreation leave balance being transferred
- Pay cycle arrangements
- Ordinary hours of work and full time equivalence
- Anniversary date
- Any leave loading accrual owed up until the date of transfer which will be paid out at the relevant *HAHSA* rate prior to transfer

In determining these matters the following principles will apply:

#### **Salary and Classification**

Employees will be translated from their HAHSA classification to a general stream classification in this Award that has a salary level equal to or the next highest salary level when compared to their existing HAHSA salary plus their HAHSA leave loading entitlement, provided that salary level is within the same Band as their existing HAHSA classification. Once translated employees will be entitled to progression under this Award on their normal anniversary date.

For employees for whom a translation as set out above would result them translating to a higher Band the following will apply.

**HAHSA B5-R2-L2** employees will translate to TSSA B5-R2-L2 but be paid a salary of \$94,524

**HAHSA B6-R2-L5** employees will translate to TSSA B6-R2-L5 but be paid a salary of \$112,119

**HAHSA B7-R2-L2** employees will translate to TSSA B7-R2-L2 but be paid a salary of \$123,596

[Note – need to deal with Bands 9 and 10]

These salaries will be personal classifications and will increase by the same percentage as the TSSA classifications to which the employee is translated.

[Note – details of the AHPs transferring to DPAC need to be included in here too]

### **Personal Leave**

Employees will be covered by the Personal Leave Accumulation Scheme (PLAS) of the Public Sector Unions Wages Agreement 2019 (Clause 9) except that the maximum accrual of 1911 (or 1976) hours will not apply. Employees will transfer with their current HAHSA personal leave accrual in hours and will accrue personal leave going forward consistent with PLAS but without a maximum accrual cap.

### **Recreation Leave**

Employees will be covered by the Recreation Leave provisions of this Award. Employees will transfer with their current HAHSA recreation leave accrual in hours and will accrue recreation leave going forward consistent with this Award. Employees will no longer have an entitlement to Leave Loading as that has been rolled into the base salary rates in this Award.

### **Pay Cycle Arrangements**

The HAHSA pay cycle is Sunday to Saturday before the pay day. The pay cycle in this Award is Thursday to Wednesday (pay day) and the pay day is in the opposite week to HAHSA. Employees will transition to the pay cycle in this Award. This will mean getting a normal HAHSA pay, then getting smaller pay under this Award the following week and then getting a full pay a fortnight later.

### **Ordinary Hours of Work**

Employees will transition from HAHSA ordinary hours based on fulltime hours of 38 per week to ordinary hours under this Award based on fulltime hours of 36.75 per week.