

Department of Premier and Cabinet

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Ms Thirza White
General Secretary
Community and Public Sector Union – Tasmanian Branch
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Dear Thirza

Tasmanian State Service wages negotiations - Offer to unions – Allied Health Professionals Agreement

Thank you for your engagement during the negotiation discussions for the Allied Health Professionals (AHP) Agreement.

This offer reflects the results of the many hours of productive discussions between the parties about improving the salaries and working conditions for Allied Health professionals.

In order for your members to receive a pay increase without any further delays, I am pleased to provide you with an offer for a new Allied Health Professionals Agreement 2022 which proposes:

Terms of Offer for the Agreement

Period of Operation of Agreement+.

An agreement operating for 3 years, commencing from 1 July 2022 and remaining in force until 30 June 2025.

Salary Increases

3.5% per annum with effect from the first full pay period commencing on or after (ffppcoa) 1 December 2022

3.0% per annum with effect from the ffppcoa 1 December 2023

3.0% per annum with effect from the ffppcoa 1 December 2024

In addition to this, employees covered by the AHP agreement at AHP Level A (new), AHP Level 1-2 and AHP Level 1-3 receive a \$500 flat rate increase to their base salary, with effect from the ffppcoa 1 December 2022.

Cost of Living/Retention Payment (COL/Retention payment)

In addition to the salary increases, employees covered by the AHP agreement receive a Cost of Living/Retention Payment of \$1000 flat rate increase to their base salary, with effect from the ffppcoa 1 December 2022.

Lower Income Payment (LIP payment)

Employees covered by the AHP Agreement at AHP Level A (new), AHP Level 1-2 and AHP Level 1– 3 receive a One-off Lower Income Payment applied prior to the salary increase each year of the Agreement of:

\$1,000 (pro rata) payable from the ffppcoa the date of registration of this Agreement (note this is an addition to the \$500 flat rate increase to the base).

\$500 (pro rata) payable from the ffppcoa 1 December 2023

\$500 (pro rata) payable from the ffppcoa 1 December 2024

Current Agreement clauses

It is proposed to carry over all the clauses from the current Agreement that are not superseded by the terms of this offer.

Increased and new Tasmanian State Service standard conditions

The finalisation of the standard clauses to give effect to these that will be varied as part of all Tasmanian State Service awards are intended to be completed by consent of the union parties by 31 March 2023 and are to be effective first full pay period on or after 1 December 2022.

<p>Paid Parental Leave</p> <p>(increase to current standard and a change to conditions)</p>	<p><u>Primary Caregiver:</u> 18 weeks paid parental leave</p> <p><u>Secondary Caregiver:</u> 4 weeks paid parental leave at the time of the birth.</p> <p>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.</p>
<p>Paid and Unpaid Grandparent Leave (as part of Parental Leave)</p> <p>(New entitlement)</p>	<p>To support primary caregivers, TSS grandparents acting as primary caregivers will be entitled to paid Parental Leave: 18 weeks continuous paid parental leave where the grandparent has primary responsibility for the care of a newborn or newly adopted grandchild.</p> <p>Further including the 18 weeks paid parental leave grandparents acting as primary caregivers are entitled to 52 weeks continuous unpaid leave where grandparents assume primary care giving</p>

	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.
Gender Transition Leave (New entitlement)	4 weeks paid leave and 48 weeks unpaid leave for employees undertaking a gender affirmation process.
Family Violence Leave (increase to current standard)	That the quantum of paid Family Violence Leave be increased to 20 days per personal leave year.

Further to the standard TSS salary and conditions matters listed above the following specific Allied Health Professional condition matters also form part of the offer:

Revised AHP Career Structure and Classification Standards	<p>Introduction of a new career structure including:</p> <ul style="list-style-type: none"> - Inclusion of new Level A which is designed as a facilitative pathway for AHP students to commence employment (attraction of graduates to TSS)
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	<ul style="list-style-type: none">- Revised AHP classification standards, based on the domains utilised in the HAHSa award, with point-to-point translation- New classification levels of Level 4b, Level 5 Grade 5 and Level 5 Grade 6 to address identified career structure issues will be completed by 31 March 2023 with new rates effective from 1 December 2022.- A series of salary adjustments effective from 1 December in each year of the agreement to implement the new career structure.- Advertisement of graduate positions as AHP Level 1, or other positions as AHP Level 2 as required, without losing the ability to broadband AHP 1-2- Updating criteria for competency progression/accelerated competency progression- Amend post graduate qualification recognition clause to exclude entry to practice qualifications (such as qualifying Masters)- Amend appointment salaries clause to clarify appointment salary for qualifying Masters being AHP Level 1 Year 3 the same as 4 year bachelor degree graduates- Clarify appointment salaries psychologists' positions with an essential requirement of any Area of Practice Endorsement being AHP level 3 year 2, not just Clinical Psychologists.- Additional advice to be developed to guide appointment above entry level to support recognition of experience over the life of the agreement.
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Medical Physicists Career Structure	Inclusion of a new career structure and new classification standards for Medical Physicists.
Transition Radiation Therapist Agreement to AHP Agreement	<p>Inclusion of Radiation Therapists Agreement specific provisions and structure as a schedule to the AHP Agreement and retire from the Radiation Therapist Agreement.</p> <p>Agree to a review of the Radiation Therapists' career structure and classification standards over the life of the agreement as a leave reserve matter.</p>
AHP2 to AHP3 Personal Progression Model	<p>Include new clause for personal progression from AHP level 2 to AHP level 3.</p> <p>This model will also facilitate implementation of the Allied Health Rural Generalist Pathway and development of a Psychology Pathway over the life of the agreement.</p>
Overtime	Uncap overtime clause such that overtime is uncapped and not limited to any particular Allied Health Professions or DoH only.
2 weeks non-contact/non-attendance time	Introduce non-contact/non-attendance time of ten days for school-based Social Workers and Speech and Language Pathologists in the Department for Education, Children and Young People (to be taken during school holiday periods and not accruable from year to year, pro rata for part-time employees).
Increase Professional Development Fund	Increase to the AHP Professional Development Fund from \$724 per annum to \$1000 per annum.
Review of Schedule 1 and 2	Amend Schedule 1 and 2 to refine to a list of allied health professions employed in the Tasmanian State Service. This will include removal of terms considered to be roles in

	<p>which an allied health professional may work (i.e. ACAT assessor, alcohol and other drug worker, case manager, health professional project roles and scientific/research officer) and introduction of additional allied health professions including diversional therapy, play therapy, rehabilitation counselling</p> <p>Amend how professions are referred to in Schedule 1 and 2 to be consistent with national standards.</p> <p>And amend the statement at the bottom of Schedule 1 to:</p> <p style="padding-left: 40px;">“The above list includes positions required to coordinate, manage, advise and undertake research or projects in relation to any of the above professions”</p> <p>And include a statement at the bottom of Schedule 2 to:</p> <p style="padding-left: 40px;">“The above list includes positions required to coordinate, manage, advise and undertake research or projects in relation to any of the above professions”</p> <p>The DECYP, DPFEM or DOJ may also employ any Allied Health Profession included in Schedule 1 as/when the operational need emerges.</p>
<p>Inclusion of a new crime scene roster provision for defined employees</p>	<p>To facilitate crime scene availability at DPFEM for qualified employees. Draft clause and related eligibility criteria and framework being developed by DPFEM for discussion with CPSU during December 2022. Participation in the roster would be based on expressions of interest from employees who are appropriately qualified and appointment by the Director FSST.</p>
<p>Span of Hours</p>	<p>To expand the spread of hours for dayworkers from 1730 to 1900 by mutual agreement in writing or where employee requests to participate in a flexitime arrangement.</p> <p>Amend Part VII Clause 1(c)</p>

	<p>(c) Notwithstanding the provisions of this subclause, the spread of hours may be altered between 6.00am and 7.00pm where there is an agreement to all or a section of employees by mutual agreement in writing between the employer and, the relevant union and the majority of the employees affected, but not so as to require any employee to work more than nine hours in any day or more than 152 hours in any two consecutive fortnightly pay periods.</p> <p>Such an agreement may be for a period up to 12 months.</p>
<p>Personal impact days: Child Safety</p>	<ol style="list-style-type: none"> 1. An employee may apply for up to 5 personal impact days in the first year of service and in each subsequent year for the purposes of being provided with additional support relating to the physical, mental, social and emotional impact of incidents in the workplace. 2. Personal impact days are not cumulative, are not paid out on separation and are pro-rata for part-time employees. 3. A leave form is not required; evidence will be sighted or discussed with the employer. The employer will consider appropriate supports that can be provided by the workplace, which may include specialist counselling. 4. Applications will be considered on a case-by-case basis and will be dependent on the ongoing provision of services and operational requirements.

Non-Agreement Matters

Further to the conditions matters above the following non-agreement matters were considered as part of the union claims and form part of this offer.

AHP Position Titles	Development of an AHP position titling nomenclature to ensure consistency in position titling across classification levels and across agencies over the life of the agreement.
Workload Management Models	Explore demand-based workload management models/tools applicable to AHPs such as child safety officers over the life of the agreement.

As has been discussed, if in-principle agreement is reached by 1 December this will provide you the opportunity to consult with your members fully, if required after that date while still providing for a pay increase from the first full pay period on or after 1 December 2022.

Therefore, this offer remains open for you to advise in-principle or full support until close of business Thursday 1 December 2022 and applies to all AHP Agreement covered employees who are employed at the time of registration of the Agreement

I reiterate that there will no backdating of any salary offer should in-principle agreement not be reached by close of business 1 December 2022.

I look forward to your response and if you have any questions, you should contact Jane Hanna Head Lead Negotiator for any specific queries you may have.

Yours sincerely



Jenny Gale
Head of the State Service

30 November 2022