

## Department of Premier and Cabinet

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Ms Thirza White  
General Secretary  
Community & Public Sector Union State Public Services Federation  
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Dear Thirza

### Tasmanian State Service wages negotiations - Offer to unions – Dental Officers

Thank you for your engagement during the negotiation discussions in relation to the *Dental Officers Agreement*. 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 Dental Officers Agreement which proposes:

#### Agreement Matters

##### Period of Agreement

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

##### Salary and Allowances 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

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

In addition to the salary increases, employees covered by the Dental Officers 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.

##### Current Agreement clauses

The current Agreement clauses carry over save for clause 9.

It is proposed to carry over the following clauses from the current Agreement except where they are inconsistent with this offer save for clause 9 including Clause 8 – Accelerated Progression from Level 1 to Level 2 and Clause 10 –Novated Leases.

##### 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><b>Paid Parental Leave</b> (increase to current standard and a change to conditions)</p>	<p><u>Primary Caregiver:</u> 18 weeks paid parental leave <u>Secondary Caregiver:</u> 4 weeks paid parental leave at the time of the birth. 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><b>Paid and Unpaid Grandparent Leave (as part of Parental Leave)</b> (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 responsibilities in respect of the birth or adoption of a child.</p>
<p><b>Foster Leave</b> (New entitlement)</p>	<p>Up to 10 days paid leave per year to support foster carers, recognising diverse family arrangements.</p>
<p><b>Surrogacy Leave</b> (New entitlement)</p>	<p>6 weeks paid surrogacy leave for an employee acting as a surrogate in a formal surrogacy arrangement pursuant to <i>Surrogacy Act 2012</i>.</p>
<p><b>Bereavement and Compassionate Leave</b> (Amended entitlement)</p>	<p>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.</p>
<p><b>Aboriginal Cultural Leave</b> (New entitlement)</p>	<p>5 days paid leave per year for Aboriginal or Torres Strait Islanders, to assist in cultural and ceremonial obligations or community culture events.</p>
<p><b>Aboriginal Kinship Relationships</b></p>	<p>Amend the definition of immediate family to recognise significant Aboriginal kinship relationships for the purpose of access to personal (carer) leave, and compassionate and bereavement leave.</p>
<p><b>Disability Leave</b> (New entitlement)</p>	<p>5 days paid leave per year to be used for activities or appointments associated with the employee's disability.</p>
<p><b>Gender Transition Leave</b> (New entitlement)</p>	<p>4 weeks paid leave and 48 weeks unpaid leave for employees undertaking a gender affirmation process.</p>

Family Violence Leave (increase to current standard)	That the quantum of paid Family Violence Leave be increased to 20 days per personal leave year.
Salary sacrifice in rural and remote locations	The extension of salary sacrifice arrangements for all staff in remote/regional locations for remote area housing rental, housing loan interest or the costs of purchasing or building a property in line with ATO guidelines. Any benefit will be on the basis of no FBT liability accruing to the employer.

### Award Matters

#### **Updating terminology and Modification of Classification Descriptor for Senior Clinician Level 4 in Appendix 11**

Amend HAHSAs -Appendix 11 – Dental Officers, to effect changes to the Senior Clinician Level 4 descriptor and to update the terminology.

The changes to the Classification Descriptor reflects a focus on service coordination, leadership and support for dental officers who are at level 1-3 and who report to them for professional support.

It also proposed to remove the level 5 descriptor and replace it with the level 6 one, to update the Award, given clause 9 of the previous Agreement removed the Dental Officers Level 5 Classification.

#### **New Motor Vehicle allowance for part-time Dental Officers**

Amend HAHSAs -Appendix 11, so that the Motor Vehicle entitlement is available to part-time Dental Officers at Levels 4 & 6, as a motor vehicle allowance in lieu of a vehicle (pro rata) to incentivise recruitment and retention at those levels.

#### **Professional Development Allowance to be paid to Dental Officers on a fortnightly basis**

Amend HAHSAs -Appendix 11, clause 4 (d) so that an employee's Professional Development Allowance (as defined in that clause) is to be paid to employees in fortnightly instalments in accordance with an employee's anniversary date.

Remove the requirement to apply to the Clinical Director or Deputy Clinical Director for approval to seek reimbursement for expenditure.

The Professional Development Allowance is to be adjusted annually in accordance with Part IV clause 9 in HAHSAs - Adjustments to wage related allowances.

The payment of Professional Development allowance on a fortnightly basis to Dental Officers, without the need to seek approval for expenditure, is conditional upon the reduction in Dental Officers who can access Sabbatical Leave per year, to help ensure clinical services can be maintained.

#### **Sabbatical Leave**

Amend HAHSAs Appendix 11 clause 4(e)(iv) to restrict Sabbatical Leave to one Dental Officer per year.

**Remove the fee for service in lieu of application of overtime provisions in the award**

Remove the fee for service provision from the Agreement and revert to the general entitlement to overtime.

For Dental Officers, overtime has been payable to employees classified up to the maximum salary point of Band 8 of the General Stream which aligns to a Dental Officer Level 2, year 1.

A clause will be included in the Agreement to provide for Dental Officers up to Year 3, level 6 to be able to be paid overtime, if directed to work reasonable overtime.

In-Principle 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 Dental Officers 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 request that you take this offer to your members urgently for their consideration. Please contact Rick Monty, if you have any questions.

Yours sincerely



Jenny Gale  
Head of the State Service

30 November 2022