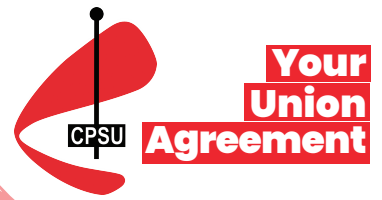


# Getting to Know Your Wages & Conditions Agreement



## Wages

- Pay rises between 10.3% and 13.3% over three years.
- Members on classifications equivalent to TSSA General Stream Band 3 or below will receive one-off low payments of \$1,000 and \$500 in December 2023 and December 2024 (pro rata for Part Time workers).
- Union action means you are between \$2,393 and \$4,292 better off over the life of your Agreement, compared to the Government's initial offer.

## Improved Leave

- Increased Parental Leave, greater support for secondary caregivers, plus new leave provisions for Grandparents, Foster Carers and Surrogates.
- Bereavement & Compassionate Leave to recognise still birth and miscarriage.
- Aboriginal Cultural Leave: 5 days paid leave, as well as recognising kinship relations for the purpose of personal leave, compassionate and bereavement leave.
- 5 days paid Disability Leave per year to recognise the additional needs of the 1 in 6 Tasmanians with a disability who may run over their personal leave.
- Family Violence Leave doubled to 20 days.
- Superannuation now paid on all periods of unpaid Parental Leave, as well as personal leave without pay over 4 weeks.

## Jobs You Can Count On

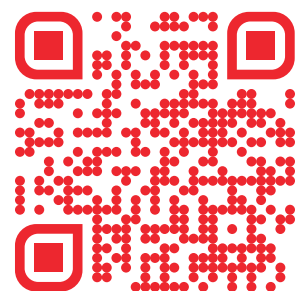
- New right to request conversion from a Fixed Term or Casual role to permanency.
- Permanent part-time employees who regularly work additional hours can apply to have these hours made permanent.
- Increased minimum hours of engagement for casuals (up to 3 hours).
- Teacher Assistants, Administration staff and Business Managers stood down over school holidays will receive an additional week paid work, with leave.

## Unlocking Public Sector Skills

- Re-commitment to consider a statewide, State Service Mobility Register
- Expanded classification structure and opportunities for progression for ICT employees.

## New Rights for a New World

- Provision to allow State Service workers to negotiate compressed hours, such as a 4-day week, 9-day fortnight or 19-day month.
- Consistent Incident Management Operations conditions to apply across the TSS within 6 months of registration of the Agreement.



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