

Department of Premier and Cabinet

Executive Building 15 Murray Street HOBART TAS 7000 Australia
GPO Box 123 HOBART TAS 7001 Australia
Ph: 1300 135 513 Fax: (03) 6233 5685
Web: www.dpac.tas.gov.au



Ms Thirza White
General Secretary
Community & Public Sector Union State Public Services Federation
T.White@tas.cpsu.com.au

Dear Thirza

Tasmanian State Service wages negotiations - Offer to unions – Port Arthur Historic Site Management Authority Agreement

Thank you for the productive discussions in relation to the negotiation of the *Port Arthur Historic Site Management Authority Staff Agreement*.

Following our meeting last week and in order for employees covered by the agreement to receive a pay increase without any further delays, I am pleased to provide you with an offer for a new Port Arthur Historic Site Management Authority Staff Agreement 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 and Allowances Increases

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

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

3.0% increase 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 PAHSMA 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)

In addition to this, employees covered by the PAHSMA Agreement equivalent to the top of General Stream Band 3 (Port Arthur Historic Site Management Authority Award) and below, receive a \$500 flat rate increase to their base salary, with effect from the ffppcoa 1 December 2022.

Further employees covered by the PAHSMA Agreement equivalent to the top of General Stream Band 3 (Port Arthur Historic Site Management Authority Award) and below, 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 ffpcooa 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 ffpcooa 1 December 2023

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

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>Primary Caregiver: 18 weeks paid parental leave</p> <p>Secondary Caregiver: 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 responsibilities in respect of the birth or adoption of a child.</p>
<p>Foster Leave</p> <p>(New entitlement)</p>	<p>Up to 10 days paid leave per year to support foster carers, recognising diverse family arrangements.</p>
<p>Surrogacy Leave</p> <p>(New entitlement)</p>	<p>6 weeks paid surrogacy leave for an employee acting as a surrogate in a formal surrogacy arrangement pursuant to Surrogacy Act 2012.</p>
<p>Bereavement and Compassionate Leave</p>	<p>Amend the scope of Bereavement and Compassionate Leave to include still birth</p>

(Amended entitlement)	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.
Aboriginal Kinship Relationships	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.
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.
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.

Current Agreement clauses

The following clauses carry over from the current Agreement:

Clause 8 Tour Guiding and Ghost Guiding Transition Arrangements

Clause 9 Novated Lease

Clause 10 School Students – Rate of Pay

Clause 11 Review of Classifications

Clause 12 Review of Rostered Day Worker (RDW) Arrangements

Clause 13 Grievances and Dispute Settling Procedure

Clause 14 No Extra Claims

Non-Agreement Matters

First Aid Allowance	First Aid Allowance would be payable to Supervisors following the amendment of statements of duty to reflect this. PAHSMA will continue to support employees to attain first aid qualifications. On occasion, PAHSMA may also nominate additional employees to perform first aid duties if required.
ADO	PAHSMA to provide clarity in relation to the arrangements for ADOs.
Training	PAHSMA to continue to support Cert III and Cert IV Tourism and Hospitality and other relevant qualifications – if planned through performance discussions and subject to availability of the courses.

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 employees covered by the PAHSMA Staff Agreement who are employed at the time of registration of the Agreement.

I reiterate that there will be 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