

## Department of Premier and Cabinet

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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 – Radiation Therapists

I write in relation to the Radiation Therapists Agreement and the Government's salary and conditions offer in respect of that 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 Radiation Therapist 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% 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 Radiation Therapists 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

It is proposed to carry over the following clauses from the current Agreement where they are not inconsistent with 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><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</p> <p><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</p>

	up to 10 days compassionate and bereavement leave in these circumstances.
<b>Aboriginal Cultural Leave</b> (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.
<b>Aboriginal Kinship Relationships</b>	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.
<b>Disability Leave</b> (New entitlement)	5 days paid leave per year to be used for activities or appointments associated with the employee's disability.
<b>Gender Transition Leave</b> (New entitlement)	4 weeks paid leave and 48 weeks unpaid leave for employees undertaking a gender affirmation process.
<b>Family Violence Leave</b> (increase to current standard)	That the quantum of paid Family Violence Leave be increased to 20 days per personal leave year.
<b>Salary sacrifice in rural and remote locations</b>	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.

Further to the standard TSS salary and conditions matters listed above the following condition matters also form part of the offer and will be implemented subject to the provisions being agreed by the parties:

<b>Professional Development Fund</b>	Increase to the RT Professional Development Fund from \$724 per annum to \$1000 per annum.
<b>RT Level 2 to RT Level 3 Personal Progression Model</b>	Include new clause for personal progression from RT Level 2 to RT Level 3 that mirrors the new AHP Level 2 to AHP Level 3 Personal Progression Model.

Overtime	Inclusion of an overtime clause that mirrors the new AHP Overtime clause.
Advertisement of Level 1-2 positions	Ability to advertise RT Level 1-2 positions as either RT level 1 or RT level 2, without losing the ability to broadband RT level 1-2.

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 PSUWA 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