

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s 23(1) application for award or variation of award

The Minister administering the State Service Act 2000
(T14817 of 2020)

MEDICAL PRACTITIONERS (TASMANIAN STATE SERVICE) AWARD

PRESIDENT D J BARCLAY

HOBART, 22 DECEMBER 2020

Award variation – part II superannuation and salary sacrifice – part VII parental leave, compassionate and bereavement leave - consent application – operative from 22 December 2020

DECISION

[1] On 17 December 2020, the Minister administering *the State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to Section 23(1) of the *Industrial Relations Act 1984*, an application to vary the Medical Practitioners (Tasmanian State Service) Award.

[2] At the hearing on 22 February 2020, Ms Emily Reale appeared on behalf of MASSA, Ms Natalie Jones appeared on behalf of the Community and Public sector Union (State Public services Federation Tasmania) Inc (CPSU), and Ms Lara Giddings appeared on behalf of the Tasmanian Salaried Medical Practitioners' Society (TSMPS).

[3] The variations were similar in effect to those made to the Tasmanian State Service Award as part of the offer made in respect to the Public Sector Union Wages Agreement 2019. The variations effect amendment to superannuation entitlements, parental leave and compassionate and bereavement leave. All amendments increase the benefits to which the affected employees are entitled. For example superannuation will be paid whilst an employee is in receipt of workers compensation and for the first 12 months of parental leave. Parental leave entitlements are increased and compassionate and bereavement leave can now be taken while on a period of parental leave (whether paid or unpaid).

[4] All parties submitted the variation sought does not offend the public interest, does not disadvantage those employees covered by the Award and recommended the variation to the Commission

[5] I am satisfied that the variation is in the public interest and that no employees are disadvantaged.

[6] The application is granted and pursuant to s24 and 36 of the Act the Award is varied in accordance with the application. The variations effected are operative from 22 December 2020.

[7] An order reflecting this decision will follow.



Appearances:

Ms E Reale for MASSA

Ms N Jones for CPSU (SPSFT) Inc

Ms L Giddings for TSMPS

Date and place of hearing:

2020

22 December

Hobart