

Industrial Awards and Agreements

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1. Introduction

Employees in the Department of Education, Tasmania are covered by a number of industrial awards and agreements of the Tasmanian Industrial Commission to which the Government and unions are parties. These awards and agreements are the source of salaries and conditions of employment.

Below is a list of the current awards and agreements and the types of employee classifications covered as well as links to the awards and agreements.

Please note: agreements contain additional information which may override certain clauses contained within particular awards, therefore some awards must be read in conjunction with applicable agreements.

2. Awards

Further information regarding awards is available on the Tasmanian Industrial Commission website:

<http://www.tic.tas.gov.au/awards>.

- [Facility Attendants \(Tasmanian State Service\) Award \(S148\)](#) - covers Educational Facility Attendants undertaking cleaning, grounds keeping and kitchen assistant duties.
- [Tasmanian State Service National Training Wage Award \(S201\)](#) - covers those employed as Trainees.
- [Teaching Service \(Tasmanian Public Sector\) Award \(S197\)](#) - covers teaching staff which includes Principals, Advanced Skills Teachers and School Psychologists.
- [Tasmanian State Service Award \(S085\)](#) - provides employment conditions, salary levels and progressions, and classification structures that were previously defined in the General Conditions of Service, Operational Employees, Teacher Assistants, Technical Employees, Professional Employees and Administrative and Clerical Employees Awards.
- [Nurses and Midwives \(Tasmanian State Service\) Award](#) – provides employment conditions for School Nurses.

3. Agreements

Further information regarding variations to agreements is available on the Tasmanian Industrial Commission website: http://www.tic.tas.gov.au/public_sector_agreements.

- [Teachers Agreement 2017](#) - The agreement provides for salary increases and conditions of employment for teaching staff.
- [Department of Education Teacher Transfer – Assignment of Permanent Duties Industrial Agreement 2013 - TI4069](#) – Details the process for managing the transfer of teachers between schools and colleges.

- [Teaching Service \(Tasmanian Public Sector\) Principals Agreement 2013 - T14021](#)- This agreement outlines conditions relating to Principals, including; classification methodology, salary and salary sacrifice options
- [Education Facility Attendant Salaries and Conditions of Employment Industrial Agreement 2016](#) - This agreement provides classifications and salaries for EFAs.
- [Education Facility Attendant Job Security Industrial Agreement 2013 - T14134](#) - This agreement provides job security, flexible work practices and cleaning allocations for EFAs.
- [Allied Health Professionals \(Tasmanian Public Sector\) Industrial Agreement 2016](#) - The agreement provides for levels of remuneration and some conditions of employment (e.g. 38 hour week). Speech & Language Pathologists and Social Workers will continue to be covered by the scope of the Tasmanian State Service Award.
- [Adult Education Agreement 2007 - T12917](#) This agreement applies to Adult Education Officers and Adult Education tutors in the Department of Education and provides salary rates and conditions of employment for this employee group.
- [Public Sector Unions Wages Agreement 2016](#) – This agreement details the pay rates for employees covered by the Tasmanian State Service Award.
- [Public Sector Unions Wages Agreement 2013 Extension - T14128](#) – This agreement details the operation of the purchased leave scheme for employees covered by the Tasmanian State Service Award and Education Facility Attendant Salaries and Conditions of Employment Industrial Agreement 2013.
- [Nurses and Midwives \(Tasmanian State Service\) Agreement 2016](#) – This agreement covers School Nurses within DoE.

4. Contact Details

For further information or assistance in relation to the above please contact the Workplace Relations Unit on (03) 6165 6251 or via e-mail: Workplace.Relations@education.tas.gov.au.

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