FACT SHEET

Crown Employees (Salaries) Bill 2014

This Bill introduces a pause related to salary increases and salary progression increments for Crown employees, followed by specified indexation for future salary and salary related allowances and amends the *Industrial Relations Act 1984.* This Bill provides for regulations to be made in relation to salary increases for Crown employees.

The Bill is a central Budget measure for the Tasmanian 2014-15 Budget.

The Bill pauses salary increases for a period of 12 months and defers salary progression increments for a period of 12 months from their due date. This is then followed by future salary and salary related allowances indexed at 2 per cent per annum or as prescribed by the regulations.

The salary pause, including deferment of salary progression increments, and salary increases override, to the extent of any inconsistency, industrial agreements, awards, instruments of appointment, contracts of employment, any other arrangements under which Crown employees are employed and determinations in force before or made or entered into after the commencement of the Act.

This Bill also makes amendments to the *Industrial Relations Act 1984.*

A new section 20A is inserted in Division 2 of the *Industrial Relations Act 1984* to ensure the Tasmanian Industrial Commission *must* give effect to the Salary Pause and salary progression increments deferment and salary increase of 2% per annum (or as otherwise prescribed) thereafter for Crown employees.

Specific provision is made in relation to Crown employees that are the subject of an award or agreement currently before the

Tasmanian Industrial Commission. It provides that these matters may proceed, however, any future salary increase will be paused commencing from the day after the date of the final determination.

Regulations may be made to provide for increases in salaries other than that provided for in the Bill, to override the *Industrial Relations Act 1984,* and to determine a date for salary increases to be applied.