



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Public Sector Union Wages Agreement 2022 [2025] TASIC 7

PARTIES:

Minister administering the *State Service Act 2000*

The Association of Professional Engineers, Scientists and Managers, Australia

Australian Education Union, Tasmanian Branch

Australian Nursing and Midwifery Federation (Tasmanian Branch)

Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union

The Community and Public Sector Union (State Public Services Federation Tasmania) Inc

Health Services Union, Tasmania Branch

United Workers Union, Tasmanian Branch

SUBJECT: *Industrial Relations Act 1984*, s 59(1) application for variation of the Public Sector Union Wages Agreement 2022

FILE NO: T15207 of 2025

HEARING DATE(S): 1 April 2025

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 3 April 2025

MEMBER: President D J Barclay

CATCHWORDS: Industrial agreement – application approved – Health Services Officer changed to Operational Health Officer – amendment operative from first full pay period commencing on or after 1 April 2025

REPRESENTATION:

Liz Roberts and Lilith Hoskin for the Minister administering the State Service Act 2000

Shane Hamel for Health Services Union, Tasmania Branch

Lilli Midgley for The Community and Public Sector Union (State Public Services Federation Tasmania) Inc

VARIATION OF THE PUBLIC SECTOR UNION WAGES AGREEMENT 2022 [2005] TASIC 7

REASONS FOR DECISION

HOBART, 3 APRIL 2025

[1] On 25 March 2025, the Minister administering the State Service Act 2000 (MASSA) lodged with the Registrar, pursuant to Section 59(1) of the *Industrial Relations Act 1984* (the Act), an application for variation of the Public Sector Union Wages Agreement 2022 (the Agreement).

[2] The Minister's submissions regarding the variation are as follows:

1. This application has been filed with the consent of all parties to provide for the inclusion of a new classification structure for Health Services Officers (HSO), who are covered by the Public Sector Union Wages Agreement 2022 (PSUWA), including a title change from HSO to Operational Health Officer (OHO).
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4. As a result of productive working group discussions, a new structure was proposed by the Head of the State Service to the State Secretary, HACSU which was accepted.
5. The proposal related to a new structure for HSOs, including a change in title to OHO, and translation arrangements.
6. The variation to the Agreement is effective from the first full pay period the date of the order of this variation.
7. A transition period is provided for to enable the parties to develop revised statements of duties.

[3] The variations speak for themselves and are best understood by reference to the Agreement.

[4] The parties submitted that the variations did not disadvantage those employees covered by the Agreement and that there was consent of the affected parties to the variations.

[5] I am satisfied that the variations do not disadvantage any employees covered by the Agreement, that there is genuine consent to the variations, and that the variations are in the public interest.

[6] Pursuant to s 59(2), the variations are approved and will come into force on the first full pay period commencing on or after 1 April 2025.

