



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Filing of the Teachers Agreement 2025 [2026] TASIC 40

PARTIES:

Minister administering the State Service Act 2000

Australian Education Union, Tasmanian Branch

SUBJECT: *Industrial Relations Act 1984*, s 55 application for filing of the Teachers Agreement of 2025

FILE NO: T15363 of 2026

HEARING DATE(S): 8 July 2026

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 21 July 2026

MEMBER: Acting President N M Ellis

CATCHWORDS: Filing of industrial agreement – application approved – effective 20 September 2025 and remains in force until 19 September 2028 – cancellation of Teachers Agreement of 2023

REPRESENTATION:

Kirralee Gates for Minister administering the *State Service Act 2000*

Adam Clifford, Director of Department for Education Children and Young People

Steven Smith, Australian Education Union, Tasmanian Branch

FILING OF THE TEACHERS AGREEMENT 2025 [2026] TASIC 40

REASONS FOR DECISION

HOBART, 21 JULY 2026

[1] On 11 June 2026, the Minister administering the State Service Act 2000 (MASSA) lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act 1984* (the Act), an application for filing of the Teachers Agreement 2025 (the Agreement).

[2] The Agreement replaces the Teachers Agreement of 2023, and the parties sought the cancellation of that agreement.

[3] The Agreement has been subject to a period of extensive negotiations. The Head of the State Service presented a formal offer to the Australian Education Union, Tasmanian Branch (AEU) via correspondence dated 30 March 2026. The AEU subsequently accepted the offer on 27 April 2026.

[4] MASSA's submissions outlined that:

"5. The AEU had also been party to negotiations relation to new and enhanced Tasmanian State Service Standard conditions, which were registered in awards, including the Teaching Service (Tasmanian Public Sector) Award on 1 June 2026.

6. In addition to the Standard conditions, the improved conditions to be implemented by way of Award variation to the Teaching Service (Tasmanian Public Sector) Award, include:

- Amendment to the Instructional Load clause, to reduce the hours that teachers are available for attendance at staff meetings at the conclusion of the school day and to clarify what activities count towards these hours.
- The introduction of a new Workplace Flexibility Part, to consolidate and modernise terms from the Agreement and the award.
- Amendment to Workplace Union Delegates clause, to consolidate and modernise terms from the Agreement and the award and to provide clarity for part-time employees who attend a union-endorsed course or conference, consistent with the new State Service standard.

7. There are also a number of non-agreement matters which the parties will continue to work through over the term of the Agreement.

8. Following the registration of the Agreement there will be a significant amount of work to be completed by the parties and the Agency is committed to working with the AEU to finalise and implement the agreed changes."

[5] The written submissions of the AEU stated that there is consent to the variations, the variations do not disadvantage those employees covered by the Agreement and that the variations sought are in the public interest.

[6] MASSA representatives submitted the new Agreement provisions do not disadvantage the employees covered by this Agreement as there is no reduction in the overall terms and

conditions of employment of those employees compared with the award or agreement that otherwise applies to these employees, there is genuine consent of the parties to this Agreement, and consistent with section 55 of the Act, the public interest is satisfied.

[7] I am satisfied that the Agreement does not disadvantage any employees covered by it, that there is genuine consent to the Agreement and its registration, the term does not exceed five years and that the Agreement is consistent with the public interest requirements of the Act.

[8] The Agreement replaces the Teachers Agreement of 2023, and the parties sought the cancellation of that agreement. I am also satisfied that the cancellation will not disadvantage any employees covered by it given the approval for registration of the Agreement, and pursuant to s 59(1) of the Act, I order that agreement be cancelled.

[9] Pursuant to s 55(4) of the Act, this Agreement is approved with an effective commencement date of 20 September 2025 and shall remain in force until 19 September 2028. A number of key operative dates are particularised in the Agreement.

[10] The relevant file will now be referred to the Registrar for registration of the Agreement in accordance with the requirements of s 56(1) of the Act.



Neroli Ellis

Acting President