



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Tasmanian State Service Award [2026] TASIC 31

PARTIES:

Minister administering the State Service Act 2000

Australian Education Union, Tasmanian Branch

Australian Nursing and Midwifery Federation (Tasmanian Branch)

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

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia

The Community & Public Sector Union (State Public Services Federation) Inc.

Construction, Forestry, Mining and Energy Union, Tasmanian Branch

Health Services Union, Tasmania Branch

The Association of Professional Engineers, Scientists and Managers, Australia

Transport Workers' Union of Australia (Victorian/Tasmanian Branch)

Tasmanian Trades and Labor Council

United Workers' Union, Tasmania Branch

SUBJECT: *Industrial Relations Act 1984*, s 23(1) application for variation of Award

FILE NO: T15348 of 2026

HEARING DATE(S): 1 June 2026

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 22 June 2026

MEMBER: Deputy President N M Ellis

CATCHWORDS: Award variation – classification and related matters – information and communication technology (ICT) classification structure – salaries and related matters – Appendix 16 - Department for Education, Children and Young People – Appendix 17 – Department of Police, Fire & Emergency Management Radio Dispatch Officers

REPRESENTATION:

Jane Fitton, Kiralee Gates and Amanda Aplin for the Minister administering the *State Service Act 2000*

Lilli Midgley, Thirza White, Tania Shilcock for The Community & Public Sector Union (State Public Services Federation) Inc.

Shane Hamel and James Milligan for the Health Services Union, Tasmania Branch

Steven Smith for the Australian Education Union, Tasmanian Branch

VARIATION OF THE TASMANIAN STATE SERVICE AWARD [2026] TASIC 31

REASONS FOR DECISION

HOBART, 22 JUNE 2026

[1] On 20 May 2026, the Minister administering the *State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to section 23(1) of the *Industrial Relations Act 1984* (the Act), an application to vary the Tasmanian State Service Award (the Award).

[2] The Applicant sought to vary the Award by amending a number of clauses pursuant to the registration of agreements on 1 May 2026.

[3] The Minister's written submissions regarding the variations are as follows:

" ...

4. The variations, that are included in the application are as follows:

- Removal of Band 10 classification descriptor and associated references to Band 10 throughout the award
- Update and clarify the minimum hours of work and pay for part-time School Crossing Patrol Officers
- Updates to subclauses of Appendix 16
- Updates to subclauses of Appendix 17, to amend the allowance rates to be paid lieu of shift work allowances.

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Removal of General Stream Band 10 Classification

8. General Stream Band 10 classification has been removed from the classification structure of the award.
9. The following references to Band 10 in the Award have been removed at: (i) Part III subclause 1(c)(iv)(4) of the Award which previously referred to the work of Band 9 and Band 10 employees now only refers to Band 9 employees.
 - (ii) Part III clause 3 - by amending subclause (i) to incorporate the description applicable to Band 9 currently contained in subclause (j) "Differences between Band 9 and Band 10" and deleting subclause (j).
 - (iii) Part III clause 7 – by deleting the reference to Band 10 in relation to broadbanding.
 - (iv) Appendix 10 - to delete the reference to Band 10 in relation to High-level specialist under ICT level 4.

10. There are no employees currently classified at General Stream Band 10 across all Tasmanian State Service Awards.

Minimum Hours - School Crossing Patrol Officers- Part time

11. Part VI subclause 1(c)(iii) is varied to specify the minimum hours of work applicable to part-time School Crossing Patrol Officers.
12. This variation provides that School Crossing Patrol Officers are entitled to be paid for a minimum of two hours, non-continuous work each day.

Appendix 16 – Department for Education, Children and Young People

13. In the introduction to Appendix 16 of the Award, the clauses that apply to: (i) Support Staff has been modified to include clause 5; and

(ii) Teacher Assistants have been modified to include clause 11 and 12.
14. Subclauses 4(c) - 4(f) has been modified to reflect that a Public Holiday that falls during the school holiday period should be paid at the normal rate of pay rather than as TOIL unless otherwise agreed. Further at 4(i) the maximum number of Holidays with Pay an employee may receive has been increased to 10.
15. The Health Care Procedures Allowance has been amended in Appendix 16 to include that: (i) the clause applies to School Business Managers at subclause 9(a);

(ii) under subclause 9(e) the allowance applies to performing non-standard Health Care Procedures not listed in 9(d) if they are certified by a registered health practitioner;

(iii) subclause 9(f) prescribes the requirements to pay the allowance for a non-standard health care procedure including documentation from a registered health practitioner and appropriate training for the employee undertaking the procedure and written approval from the School's Principal;

(iv) Subclause 9(k) has been amended to clarify that the Band 4 reference relates to the General Stream.
16. Clause 11 of Appendix 16 is a new clause that provides Teacher Assistants with the option to utilise two additional paid training days during the school holiday period prior to the school year commencing. The clause will be effective from 2027 and Teacher Assistants will receive their normal rate of pay where they elect to undertake the two training days.
17. A new Aquatic Support Allowance has been included for Teacher Assistants at clause 12 of Appendix 16 paid at \$10 per day for which the aquatic activity is undertaken. This allowance recognises the additional responsibility and care that is required for supervising a student in aquatic-based activities.

Appendix 17 – Department of Police, Fire & Emergency Management Radio Dispatch Operators

18. The amendment at Appendix 17 in relation to Radio Dispatch Operators increases the annual allowance paid in lieu of shift allowances as follows: • Increased from 27% to 29% for employees working a 24 Hour Rotational Shift Roster at (a)(i);
- Increased from 22.5% to 24% for employees working a non-24 Hour Rotational Shift Roster at a(ii);
 - Increased from 20% to 21% for employees working other rosters at a(iii).

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[4] The parties to the Award that were in attendance consented to the variations. They submitted that the variations are in the public interest, do not disadvantage those employees covered by the Award and that there is consent of the affected parties to the variations.

[5] I am satisfied that the variations do not disadvantage those to whom the Award applies and that the variations are in the public interest. Accordingly, I approve the variations. The variations are operative from 11 May 2026 save and except for the any changes to allowances, which are operative from the first full pay period commencing on or after 11 May 2026.

[6] An order reflecting this decision is to follow.



Neroli Ellis
Acting President
Tasmanian Industrial Commission