



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Ambulance Tasmania Award [2026] TASIC 46

PARTIES:

Minister administering the State Service Act 2000

Health Services Union, Tasmania Branch

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

FILE NO: T15375 of 2026

HEARING DATE(S): 4 August 2026

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 11 August 2026

MEMBER: Commissioner T Abey

CATCHWORDS: Award variation – allowances – management of meal breaks – TSS standards leave and conditions of employment - revised classification descriptors – consent application – consent order issued – operative from the first full pay period commencing on or the date of registration of the Agreement (6 August 2026)

REPRESENTATION:

James King and Emily Reale for Minister administering the *State Service Act 2000*

Tim Jacobson and Shane Hamel for Health Services Union, Tasmania Branch

VARIATION OF THE AMBULANCE TASMANIA AWARD [2026] TASIC 46

REASONS FOR DECISION

HOBART, 11 AUGUST 2026

[1] On 23 July 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 Ambulance Tasmania Award.

[2] The Application is made to provide for award variations that form part of the total package for the wage negotiations for the Ambulance Tasmania Industrial Agreement 2025. The application also seeks to vary and insert the new and enhanced Tasmanian State Service (TSS) Standards leave and conditions of employment.

[3] These are significant Award variations, and with the consent of the parties and as an aid to future understanding, the submissions of the Minister are attached as an appendix to this decision.

[4] I am satisfied that the application is consistent with the public interest and there is the genuine consent of the parties. The application is granted. The variations are operative from the first full pay period commencing on or the date of registration of the Agreement (6 August 2026) save and except for Part II, Clause 2(c), 2(c)(5) and Part VII, Clause 3(c), which are operative from the first full pay period commencing on or after 4 August 2026.

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



Tim Abey
Commissioner
Tasmanian Industrial Commission