



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of Police Award [2023] TASIC 69

AMENDED DECISION

PARTIES:

- Commissioner of Police
- Police Association of Tasmania

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

FILE NO: T15089 of 2023

HEARING DATE(S): 12 December 2023

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 20 December 2023

MEMBER: President D J Barclay

CATCHWORDS: Variation of award – work related allowances – consent application – consent order issued – operative from 2 November 2023

REPRESENTATION:

Blair Dowker and Brett Berry for Commissioner of Police

John Arnold for Police Association of Tasmania

VARIATION OF THE POLICE AWARD [2023] TASIC 69

AMENDED DECISION

REASONS FOR DECISION

HOBART, 12 DECEMBER 2023

[1] On 28 November 2023, the Police Association of Tasmania (PAT) lodged with the Registrar, pursuant to section 23 of the *Industrial Relations Act 1984* (the Act), an application to vary the Police Award.

[2] The variations relate to various specialist allowances and are best described by setting out the table appearing in the Applicants submissions as follows:

CATEGORY	AMOUNT	SPECIALIST POSITION
Level 1	<p>Undertaking duties in a full-time role: on appointment \$671 pa, after 2 years \$1007 pa.</p> <p>Undertaking duties in a secondary role: on appointment \$904 pa, after 2 years \$1242 pa.</p>	<p>Crash Investigator Public Order Management Team Counter Terrorism Surveillance Squad Crime Scene Examiners (appointed before 10.8.17) Bomb Scene Examiners Digital Evidence Unit (appointed before 10.8.17)</p>
Level 2	<p>Undertaking duties in a full-time role: on appointment \$1,342 pa, after 2 years \$2013 pa.</p> <p>Undertaking duties in a secondary role: on appointment \$11753 pa, after 2 years \$2421 pa.</p>	<p>Advanced Crash Investigator</p> <p>Certificate IV in Forensic Science (Crime Scene Examination C4 -HS07) or Diploma of Forensic Investigation (DP-FE26 POL54115) Certificate IV in Biometric Technologies (10061NAT)</p> <p>Certificate IV in Computer Systems Technology (IC41015)</p> <p>Dignitary Protection</p> <p>Police Technical Unit SOG Support Unit Court recognised experts accepted by the</p>

		Controlling Authority working in the field of Forensics or CIS appointed before the 19th February 2015. Operational Skills Instructors - only applies to those performing the duties in a secondary role and limited to those providing assessment and instruction on firearms, operational safety equipment, baton, OC, handcuffs and unarmed tactics.
Level 3	<p>Undertaking duties in a full-time role: on appointment \$2,684 pa, after 2 years \$3,355 pa.</p> <p>Undertaking duties in a secondary role: on appointment \$3,326 pa, after 2 years \$3,354 pa.</p>	<p>Diploma of Public Safety (DP-2J25 - Forensic Investigation/Crime Scene Examination or Fingerprints) or</p> <p>Advanced Diploma of Public Safety (DP-FE31 - Forensic Investigation/Crime Scene Examination or Fingerprints)</p> <p>Advanced Diploma of Forensic Investigation (AD-FE31 POL64115)</p> <p>Negotiator Unit</p> <p>Bomb Response Group Prosecution Services Search & Rescue Crash Analyst</p>
Level 4	<p>Undertaking duties in a full-time role: on appointment \$4,026 pa, after 2 years \$4,698 pa.</p> <p>Undertaking duties in a secondary role: on appointment \$4,845 pa, after 2 years \$5,515 pa.</p>	<p>Physical Surveillance Services Technical Surveillance Services Graduate Certificate in Public Safety (Forensic Investigation) Graduate Certificate in Forensic Fingerprint Investigation (VC-HS03 POL84215)</p>

		Graduate Certificate in Crime Scene Investigation (VC-HS01 POL84315) Graduate Certificate in Forensic Firearm Examination (VC-HS02 POL84115) Australasian Forensic Field Sciences Accreditation Board (AFFSAB) accredited
Level 5	Undertaking duties in a full-time role: on appointment \$5,369 pa, after 2 years \$6,039 pa. Undertaking duties in a secondary role: on appointment \$6,538 pa, after 2 years \$7,209 pa.	Special Operations Group

[3] In addition, team leaders in the Special Operations Group and Inspectors (in certain circumstances) receive allowances as do dog handlers. The increases are in line with increases in the relevant CPI index and are appropriate.

[4] I am satisfied that the application is consistent with the public interest requirements of the Act and does not disadvantage the Award-covered employees. I am satisfied that the variation should be approved.

[5] The application for variation is granted with an operative date of 2 November 2023.

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

