



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of Police Award [2024] TASIC 28

PARTIES:

- Commissioner of Police
- Police Association of Tasmania

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

FILE NO: T15171 of 2024

HEARING DATE(S): 5 November 2024

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 7 November 2024

MEMBER: President D J Barclay

CATCHWORDS: Variation of award – work related allowances – consent application – consent order issued – operative from first full pay period on or after 28 May 2024 save for clauses 10.8 and 20.8 for which the effective date is 1 July 2024

REPRESENTATION:

Blair Dowker and Brett Berry for Commissioner of Police

Tiara Barron and Amanda Thompson for Police Association of Tasmania

VARIATION OF THE POLICE AWARD [2024] TASIC 28

REASONS FOR DECISION

HOBART, 7 NOVEMBER 2024

- [1] On 8 October 2024, 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 joint submissions of the parties are as follows:
- “2. This application varies a number of expense-based allowance.
 3. There are 3 categories of expense related allowances in the application:
 - a) those varied by CPI
 - b) those varied in accordance with the Tax Determination 2023/3
 - c) and those varied by a combination of both
 4. The allowances are adjusted as specified by the relevant provisions associated with those allowances as specified in the Application.
 5. The CPI allowances are adjusted annually to reflect the change to the CPI weighted average of the eight capital cities, calculated to the march quarter 2024. – the adjustment is 3.6% in accordance with the Australian Bureau of Statistics release¹.
 6. The second category, relating to the meal allowances in clause 10.8.1 is adjusted in line with the Australian Taxation Office taxation determination establishing reasonable travel and meal allowance expenses. The application also requests that the determination TD 2023/3 be replaced with the current one which is: TD 2024/3.
 7. The third category of allowance is that adjusted by a combination of the Tax Determination and CPI, relating to meals and incidentals for physical and technical surveillance services and the special response and counter terrorism unit.
 8. The operation of this amendment is from the beginning of the first full pay period commencing on or after 28 May 2024, save for amendments to clause 10.8 and 20.8 which the effective date is agreed at 1 July 2024.
 9. The parties submit that this is a routine amendment and that it is consistent with the public interest requirements of the Industrial Relations Act 1984.”
- [3] I agree with the joint submissions. 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.

- [4] The application for variation is granted with an operative date of the first full pay period on or after 28 May 2024, save for clauses 10.8 and 20.8 for which the effective date is 1 July 2024.
- [5] An order reflecting this decision is to follow.

