



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Filing of the Correctional Officers Agreement 2023 (No.2) [2026]
TASIC 60

PARTIES:

Minister administering the State Service Act 2000

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

The United Workers' Union, Tasmanian Branch

SUBJECT: *Industrial Relations Act 1984*, s 55 application for filing of the Correctional Officers Agreement 2023 (No.2)

FILE NO: T15393 of 2026

HEARING DATE(S): determined on the papers

DATE REASONS ISSUED: 13 October 2026

MEMBER: Acting President N M Ellis

CATCHWORDS: Filing of industrial agreement – application approved – operative date 1 December 2023 and remains in force until 30 November 2026 – cancellation of Correctional Officers Agreement 2023

REPRESENTATION:

Jane Fitton for the Minister administering the *State Service Act 2000*

Natalie Jones for The Community and Public Sector Union (SPSFT) Inc.

James Katarzynski for the United Workers' Union

FILING OF THE CORRECTIONAL OFFICERS AGREEMENT 2023 (NO. 2) [2026] TASIC 60

REASONS FOR DECISION

HOBART, 13 OCTOBER 2026

[1] On 16 September 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 Correctional Officers Agreement 2023 (No.2) (the Agreement).

[2] The parties filed written submissions and consented to have the application determined on the papers. No formal hearing was held in respect of this application.

[3] The Agreement has been the subject of extensive negotiations with the Community and Public Sector Union (SPSFT) Inc (the CPSU) and United Workers' Union, Tasmania Branch (UWU).

[4] The Agreement replaces the Correctional Officers Agreement 2023, and the parties sought the cancellation of that Agreement.

[5] MASSA filed the following written submissions:

"1. This application has been filed with the consent of the parties to cancel and replace the Correctional Officers Agreement 2023 (the Agreement), to provide new salary arrangements for the Superintendent and Chief Superintendent classifications.

2. This arises from the leave reserve matter, contained at clause 32.2 of the Correctional Officers Agreement 2023, which provides:

The parties agree to review the remuneration and classification arrangements for Superintendents and Chief Superintendent over the life of the Agreement. The Department shall work with the unions to further examine the remuneration arrangements for the classifications of Superintendent and Chief Superintendent.

...

6. Below are submissions outlining the new Agreement. The majority of the Agreement remains unchanged from the Correctional Officers Agreement 2023.

7. Clause 32.2 has been removed in the Agreement, as the leave reserve matter has now been finalised. Subsequent numbering of clauses has been updated to reflect the removal.

Clause 1 – Title

8. The Agreement will be known as the Correctional Officers Agreement 2023 (No. 2).

Clause 4 – Date and Period of Operation

9. Clause 4.1 cancels and replaces the Correctional Officers Agreement 2023 which was registered on 26 February 2024, and all relevant clauses from that agreement agreed to be brought forward.
10. It is noted that the new Agreement, applies with effect from 1 December 2023, and remaining in force until 30 November 2026.

Clause 9.5 – Superintendents and Chief Superintendents

11. Clause 9.5 sets the salary arrangements for Superintendent and Chief Superintendent classifications, as provided for in Schedule 1, Schedule 2 and the newly introduced Schedule 3 of the Agreement.

Clause 9.5.5 – Duty Manager Arrangements

12. In subclause 9.5.5(iii), the definition of a major incident requiring an on-site presence has been varied from the previous Agreement, to provide further clarity and clear parameters regarding the circumstances where duty manager attendance on site is required in accordance with subclause (ii).
13. In subclause (v), the duty roster rotation arrangements have been varied from not being more than 1 week in any 6 weeks to not being more than 1 week in any 8 weeks, reducing the frequency that Superintendents are required to be rostered for the on-call duty manager roster.
14. In subclause (vii), the duty manager allowance rate has been changed from 17.5% to 7.5% due to amendments to the salary arrangements. The words 'having regard to clause 9.5.5(ix)' have been inserted into the clause to refer to the new payment arrangements agreed regarding attendance at a facility while on the on-call duty manager roster and to provide clarity regarding what the duty manager allowance is in compensation for.
15. A new subclause (ix) has been inserted to specify that where a Superintendent or Chief Superintendent is required to attend a facility after hours, on weekends or on public holidays whilst they are rostered on as a duty manager, they shall be entitled to payment at the normal salary rate for the first 3 hours of on-site attendance, with payment of overtime rates thereafter. Payment for attendance on site while the duty manager on call is a newly agreed provision. Schedule 3 – Salary Arrangements for Superintendent and Chief Superintendent
16. A new salary table has been inserted at Schedule 3, capturing the agreed salary increase for the Superintendent and Chief Superintendent classifications, effective from the first full pay period on or after 15 July 2026.

...

[6] The written submissions of the CPSU and UWU stated that there is genuine consent to the approval of the Agreement, the Agreement does not disadvantage those employees covered by the Agreement and that the Agreement is in the public interest.

[7] The written submissions from MASSA stated the new Agreement provisions do not disadvantage the employees covered by the 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.

[8] 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.

[9] The Agreement replaces the Correctional Officers Agreement 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.

[10] Pursuant to s 55(4) of the Act, this Agreement is approved with an effective commencement date of 1 December 2023 and shall remain in force until 30 November 2026.

[11] 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.



N M Ellis

Acting President