

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s23 application for award or variation of award

The Minister administering the State Service Act 2000

(T15346 of 2026)

ACTING PRESIDENT N ELLIS

Award variation – salaries and related matters – classification descriptors – classification and related matters – expenses and other allowances – hours of work, rostering and overtime

PORT ARTHUR HISTORIC SITE MANAGEMENT AUTHORITY AWARD

ORDER BY CONSENT -

No. 4 of 2026

The **PORT ARTHUR HISTORIC SITE MANAGEMENT AUTHORITY AWARD** is varied in the following manner:

(1) By amending the first sentence of Part II – SALARIES AND RELATED Clause 6. Clause 6 will now read as follows:

School students undertaking employment in clearly identified youth programs in the Tourism Operations Department during the summer holiday period will receive special rates of pay for all ordinary hours of work. This classification applies only to students who are in Years 9-12 at the commencement of the summer holiday period.

(2) By deleting the current table from Part II – SALARIES AND RELATED MATTERS Clause 6(a).

(3) By inserting a new subclause 6(c) in Part II – SALARIES AND RELATED MATTERS

(c) In all other circumstances, the rate of pay to be applied to school students is to be 100% of the Band 1 - R1 - L1.

(4) By deleting the second sentence of Part II – SALARIES AND RELATED Clause 14. Clause 14 will now read as follows:

The provisions of this clause only apply to employees within the various business units in the Tourism Operations Department.

(a) The employer is to determine whether a person in charge is designated when the substantive in charge employee is absent.

(b) An employee who is designated to undertake in-charge duties is to be paid an 'in-charge' allowance equal to the difference between the employee's normal salary and the salary of the lowest level of Band 3 and any loading the employee is entitled to under Clause 3(c) Part II – Salaries & Related Matters.

(c) Undertaking in-charge duties is to be voluntary with the opportunity to undertake this role to be distributed equitably between employees in the next available Band in the particular business unit.

(5) The following is varied in Part III – CLASSIFICATION AND RELATED MATTERS Clause 1:

AMEND subclause (c)(iv)(4) to remove "and 10" as follows:

(4) Band 9

Work involves significant new strategic, policy and decision-making frameworks that apply to specific areas of specialisation of extremely high sensitivity or wide strategic importance, or which have far reaching implications for government or beyond and whole-of-government and whole-of-community and whole-of-discipline perspective.

(6) The following is varied in Part III – CLASSIFICATION AND RELATED MATTERS Clause 3:

DELETE subclause (j) – Difference between Band 9 and Band 10

AMEND subclause (i) as to incorporate relevant parts deleted from subclause (j) as follows:

(i) Difference Between Band 8 and Band 9

Band 9 work leads a multi-functional or multi-disciplinary program where operational policies and precedents are not definitive and outcomes are of critical strategic importance across Agencies or at government level.

Bands 9 cater for work requiring high level specialist expertise, as demonstrated by associated attraction and retention issues, in excess of Band 8 but which does not have the management and/or corporate focus required of Senior Executive Service work. These duties and responsibilities will continue to be required to satisfy Senior Executive Service criteria and work value considerations.

(7) The following is varied in Part III – CLASSIFICATION AND RELATED MATTERS Clause 4:

DELETE Clause 4 Band 10 table descriptor to remove any reference to Band 10 by deleting the following:

Band 10	
Focus	Leads a highly specialised major program or field of research. Leads a multi-function or multi-disciplinary program of critical strategic importance for the Agency and/or government. Policy or research outcomes may change Agency and/or government policy or have a major influence within or across Agency programs. High level professional advice provided across Agencies.
Context and Framework	The function or program activities have a state-wide and critical effect on organisational outcomes and for the implementation of government policy. Limited frameworks, precedents and guidelines are available beyond broad government policy and professional principles and standards. A highly complex specialised environment which requires the development of strategic directions, policy frameworks and technical and/or administrative programs according to technological, conceptual, environmental and/or legal developments. Issues frequently involve a high degree of sensitivity or risk for industry sector or field of endeavour.

	Emerging issues can be due to significant industry, community and professional concerns and outcomes can influence national debate in the field of expertise.
Expertise	Nationally recognised as an expert and/or specialist in the particular discipline or area of expertise. Demonstrates significant achievements and experience in the field of endeavour. Authoritative advice and excellence of work enhances the reputation of the Agency. Writes, researches, publishes and presents to peers, stakeholders and senior management. High level expertise to lead a complex multi-functional unit or multi-disciplinary program.
Interpersonal Skills	Leads and inspires others in work that presents fundamental challenges and which lies outside established precedents and parameters. Manages networks of other experts, professionals, executive management and stakeholders to develop and implement initiatives appropriate to meet government priorities. Clearly articulates highly complex and challenging concepts, proposals and results to a diverse audience. Represents the organisation with expert authority regarding objectives, concepts, strategies and policies for the area of expertise and which have implications for government. Models high standards of professional and ethical behaviour and promotes values and influence and shape workplace culture to support these standards.
Judgement	Identifies, defines and develops options for complex and challenging strategic, policy and program delivery to meet government priorities. Research and recommendations provided for programs and options regarding challenging and emerging strategic issues which impact on the operating environment and/or wider community/industry. Solutions are constrained by the existing conceptual and/or policy framework, budget and resource considerations and established program delivery methodologies, influential stakeholders and community expectation. Advanced conceptual and reasoning skills. Highly innovative and creative with strategic vision regarding long term implications for the state. Alternative sources of advice are only available external to government. Options provided and solutions recommended require the development of novel strategies, policies and approaches and the outcomes produced are original, innovative or unprecedented.
Influence of Outcomes	Advice and recommendations are provided directly to the Head of Agency and government ministers.

	The outcomes directly influence the implementation of new strategic policy, planning, program and decision-making options within and/or across Agencies and have critical Agency/government effect. Outcomes lead to the adoption of new strategies, policies and/or research methodologies. Outcomes improve existing parameters, standards and benefits to the community and have significant and far reaching implications across government within the field of endeavour. The model of service delivery and/or way work is performed alter as a result. These outcomes influence community regard of the implementation of government policy.
Responsibility for Outcomes	Responsible for the research, development and/or implementation of highly complex programs in response to emerging challenges which may lie outside existing parameters. Responsible for meeting specified financial, quality and time related objectives and for the optimal use of resources. Responsible for the performance and professional development of staff and other specialists. Specialists are required to remain abreast of contemporary knowledge, to identify emerging trends and developments and to maintain a national network of peers and specialists in and/or beyond the subject area.

(8) Part III – CLASSIFICATION AND RELATED MATTERS Clause 8.2(d) is amended to read as follows:

- (d) A broadband is not to include the following classification bands:
- (i) General Stream Band 9; or
 - (ii) Professional Stream Band 5 or Band 6.

(9) The following is varied in Part III – CLASSIFICATION AND RELATED MATTERS Clause 7:

DELETE the existing clause at Clause 7 – Multi-Skilling of Employees in Tourism Operations Department

AND INSERT the following amended clause with new Heading and new subclause (b):

7. MULTI-SKILLING OF EMPLOYEES

- (a) Employees are able to undertake training and duties in a range of tasks at level or at a higher level, subject to operational requirements.

- (b) Where higher level duties are undertaken, employees will be remunerated at the lowest salary point of the relevant higher Band classification for the period those duties are performed.

(10) The following is varied in Part IV – EXPENSE AND OTHER ALLOWANCES Clause 6:

AMEND the existing clause at Clause 6–COXSWAIN’S CERTIFICATE ALLOWANCE to **REMOVE** the words “Pro-rata payment applies for occasional use”.

(11) The following is varied in Part VI – HOURS OF WORK, ROSTERING AND OVERTIME Clause 1:

DELETE the existing subclause (e) and **REPLACE** with new subclause (c) and renumber as follows:

1. ORDINARY HOURS OF WORK

(a) Day Workers

The ordinary hours of work for full-time Day Workers are 38 per week, to be worked in consecutive hours other than meal breaks, between the span of hours listed in sub-clause (c) of this Clause on a Monday to Friday.

The ordinary hours of work for part-time Day Workers are not to exceed 38 hours per week. These hours are to be worked Monday to Friday in consecutive hours other than meal breaks. The pattern of work is to be detailed in a roster. Where the number of ordinary hours required to be worked exceeds 38 hours, the excess hours are to be regarded as authorised overtime and paid at the applicable rates for overtime as specified in Clause 6 of Part VI – Hours of Work, Rostering and Overtime.

(b) Rostered Day Workers

The ordinary hours of work for full-time Rostered Day Workers are 38 per week, and not exceeding 10 hours per day, to be worked in consecutive hours other than meal breaks, between the span of hours listed in sub-clause (c) of this Clause in accordance with a roster covering the seven days of the week.

The ordinary hours of work for part-time Rostered Day Workers are not to exceed 38 hours per week and not exceeding 10 hours per day. These hours are to be worked in accordance with a roster covering the seven days of the week. Where the number of ordinary hours required to be worked exceeds 38 hours, the excess hours are to be regarded as authorised overtime and paid at the applicable rates for overtime as specified in Clause 6 of Part VI – Hours of Work, Rostering and Overtime.

(c) Span of Hours

The ordinary hours are to be worked between the following span of hours:

- (i) Day Worker
6.00am to 7.00pm, Monday to Friday
- (ii) Rostered Day Workers
6.00am to Midnight

OPERATIVE DATE

The operative date for all variations is 11 May 2026 with the exclusion of the variation in Part VI clause 1(c) which has an operative date of first full pay period on or after 1 June 2026.



Neroli Ellis
Acting President

13 July 2026