



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Filing of the Building Tasmania Engineers Industrial Agreement 2026 [2026] TASIC 44

PARTIES:

Minister administering the State Service Act 2000

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

SUBJECT: *Industrial Relations Act 1984*, s 55 application for filing of the Building Tasmania Engineers Industrial Agreement 2026

FILE NO: T15369 of 2026

HEARING DATE(S): 22 July 2026

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 4 August 2026

MEMBER: Acting President N M Ellis

CATCHWORDS: Filing of industrial agreement – application approved – operative date 1 March 2026 and remains in force until 30 June 2028 – cancellation of Department of State Growth Engineers Agreement 2023

REPRESENTATION:

Jayne Lockley for Minister administering the *State Service Act 2000*

Nicolas Arends for Building Tasmania

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

FILING OF THE BUILDING TASMANIA ENGINEERS INDUSTRIAL AGREEMENT 2026 [2026] TASIC 44

REASONS FOR DECISION

HOBART, 4 AUGUST 2026

[1] On 26 June 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 Building Tasmania Engineers Industrial Agreement 2026 (the Agreement).

[2] The Agreement has been the subject of negotiations with the Community and Public Sector Union (SPSFT) Inc (the CPSU).

[3] The Agreement replaces the Department of State Growth Engineers Industrial Agreement 2023, and the parties sought the cancellation of that Agreement.

[4] MASSA filed the following submissions:

“ ...

7. Below are submissions outlining the main clauses to the Agreement that have been agreed as part of this process. A number of clauses (2,5,6,7,9,13,14 and 15) have been carried forward from the previous agreement (DoSG Engineers Industrial Agreement 2023) with no change and as such are not mentioned below.
8. Noting that the Index has remained the same with one additional Schedule and previous Schedule 2 now Schedule 3 - Classification Standards. New Schedule 2 has been inserted - - Purchased Leave Scheme

Clause 1 - Title

9. This Agreement shall be known as the Department of State Growth Engineers Industrial Agreement 2026.

Clause 3 – Application

10. This Agreement applies to all Engineers with the Department of State Growth who are assigned classifications in Schedule 1.

Clause 4 - Date and Period of Operation

11. Clause 4.1 cancels and replaces the Department of State Growth Engineers Industrial Agreement 2023 which was registered on 15 June 2023 and all relevant clauses from that agreement agreed to be brought forward have been reflected in the Agreement as noted above.
12. The Agreement will operate for a period of 2 years and 4 months commencing from 1 March 2026 until 30 June 2028.

13. The parties have agreed to commence negotiations for a new agreement by 31 December 2027.

Clause 8 Salary Increases and Structural adjustments

14. Clause 8.1 of the Agreement sets out the salary increases that will apply for Engineers covered by this Agreement in each year of the Agreement as follows:
 - 3.0 percent per annum with effect from the first full pay period commencing on or after (ffppcoa) 31 March 2026.
 - 3.0 percent per annum with effect ffppcoa 31 March 2027.
 - 2.75 percent per annum with effect ffppcoa 01 December 2027.
15. All Engineers covered by this Agreement whose substantive salary classification is between Band A-Level 2 and Band A Level 4 will receive a \$800 flat rate structural adjustment increase to base salary effective ffppcoa 31 March 2026, to apply prior to the percentage increase outlined in Clause 8.1.
16. All Engineers covered by this Agreement whose substantive salary classification is between Band A Level 5 and Band B Level 2 will receive a \$600 flat rate structural adjustment increase to base salaries effective ffppcoa 31 March 2026, to apply prior to the percentage increase outlined in Clause 8.1.
17. All Engineers covered by this Agreement whose substantive salary classification is between Band B-Level 3 and including Band C Level 3 will receive a \$500 flat rate structural adjustment increase to base salary effective ffppcoa 31 March 2026, to apply prior to the percentage increase outlined in Clause 8.1.
18. All Engineers covered by this Agreement whose substantive salary classification is between Band A Level 2 and Band Level 4 will receive a \$800 flat rate structural adjustment increase to base salary effective ffppcoa 31 March 2027, to apply prior to the percentage increase outlined in Clause 8.1.
19. All Engineers covered by this Agreement whose substantive salary classification is between Band A Level 5 and Band B Level 2 will receive a \$600 flat rate of structural adjustment increase to base salary effective ffppcoa 31 March 2027, to apply prior to the percentage increase outlined in Clause 8.1.
20. All Engineers covered by this Agreement whose substantive salary classification is between Band B Level 3 and Band C Level 3 will receive a \$500 flat rate structural adjustment increase to base salary effective ffppcoa 31 March 2027, to apply prior to the percentage increase outlined in Clause 8.1.
21. Schedule 1 sets out the relevant annual rates of pay for employees covered by this agreement.
22. A new Schedule 2 has been inserted that sets out the relevant Purchased Leave Scheme annual rates of pay for Engineers covered by this Agreement.

Clause 10 - Entry Level Qualification and Pre-Requisite Experience, Classification Structure and Classification Standards

23. Previous subclause 10.1 committing a review of the classification structure for new Band D and E has not been brought forward as this has been incorporated into new subclause 10.2 and subclause 10.1 is now previous subclause 10.2.
24. Clause 10.2 of the Agreement provides for the previous commitment that effective from ffppcooa 31 March 2026 a new Band D (replaces Band C Level 7) and Band E (replaces Band C Level 8) have been included in the classification and salary structure and new classification standards and have been developed in accordance with now Schedule 3 (previously Schedule 2).
25. Previous subclause 10.3 has not been brought forward as it removed a previous salary level from the classification structure. Clause 10.3 in this Agreement provides that effective from ffppcooa 31 March 2026 Band C Level 7 and 8 have been removed from the salary structure as set out in Schedule 1.
26. Previous subclause 10.4 has not been brought forward, noting that the advanced assessment points (AAPs) were incorporated into the classification structure through the previous Agreement.
27. Previous subclause 10.5 has not been brought forward as it was only relevant for the previous agreement transition.
28. Previous subclause 10.6 is now brought forward to subclause 10.4. Noting the classification standards are now Schedule 3 (previously Schedule 2).

Clause 11 - Professional Development Fund

29. Subclause 11.2 has been amended to clarify and broaden the permitted use of the Professional Development Fund to expressly recognise continuing professional development (CPD) obligations required by the Engineering Association by the additional words at the end of the clause 'and for continuing Professional Development as required by the Engineering Association'.
30. Subclause 11.5 has not been brought forward as the commitment to review the guidelines has been finalised.

Clause 12-Christmas Close Down Days

31. As part of a standard amendment subclause 12.2 has been amended to clarify the timeframe within which Christmas close down days worked may be accessed. The reference to "30 June of that same year" has been replaced with "30 June following that Christmas period" to provide greater clarity regarding the entitlement period. No change to the substantive entitlement is intended.

...

[5] The written submissions of the CPSU 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. It was also noted that the CPSU members balloted voted unanimously in support of the Agreement.

[6] MASSA representatives submitted the new Agreement provisions do not disadvantage the employees covered by this 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.

[7] 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.

[8] The Agreement replaces the Department of State Growth Engineers Industrial Agreement of 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.

[9] Pursuant to s 55(4) of the Act, this Agreement is approved with an effective commencement date of 1 March 2026 and shall remain in force until 30 June 2028. A number of key operative dates are particularised in the Agreement.

[10] 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