



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Tasmanian State Service Award [2026] TASIC 48

PARTIES:

Minister administering the State Service Act 2000

Australian Education Union, Tasmanian Branch

Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia

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

Construction, Forestry, Mining and Energy Union, Tasmanian Branch

Health Services Union, Tasmania Branch

The Association of Professional Engineers, Scientists and Managers, Australia

Transport Workers' Union of Australia (Victorian/Tasmanian Branch)

United Workers' Union, Tasmania Branch

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

FILE NO: T15379 of 2026

HEARING DATE(S): 10 August 2026

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 11 August 2026

MEMBER: Acting President N M Ellis

CATCHWORDS: Award variation – Appendix 11 school business managers classification
TSSA – consent order issued – operative date 1 January 2024

REPRESENTATION:

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

Lilli Midgley for The Community & Public Sector Union (State Public Services Federation) Inc.

James Milligan for the Health Services Union, Tasmania Branch

Teodino Ottavi for the Australian Education Union, Tasmanian Branch

VARIATION OF THE TASMANIAN STATE SERVICE AWARD [2026] TASIC 48

REASONS FOR DECISION

HOBART, 11 AUGUST 2026

[1] On 30 July 2026, the Minister administering the *State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to section 23(1) of the *Industrial Relations Act 1984* (the Act), an application to vary the Tasmanian State Service Award (the Award).

[2] MASSA sought to vary the Award by replacing Appendix 11 – School Administrative Staff TSSA Translation with a new Appendix 11 – School Business Managers Classification.

[3] MASSA filed the following written submissions regarding the variation:

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3. This variation arises from a commitment made as part of the Public Sector Union Wages Agreement 2022 negotiations, subject to agreement by the parties to consider a proposal for a separate classification structure to apply to School Business Managers. Following that review, the parties have agreed to a new classification structure for those employees assigned the duties of School Business Managers.

4. These submissions are made in conjunction with the application (T15380) to vary the *Public Sector Union Wages Agreement 2025* to insert the salary rates applicable to the new School Business Manager classification structure.

5. The variation will operate from 1 January 2024.

Appendix 11 – School Business Managers Classification TSSA

6. The variation deletes the existing Appendix 11 – School Administrative Staff TSSA Translation and inserts a new Appendix 11 – School Business Managers Classification TSSA.

7. The deleted Appendix 11 contained classification and translation arrangements for School Administrative Staff more broadly, established following the introduction of the General stream classifications into the TSSA award and the review of that Targeted occupational group in 2009.

8. Following the commitment to consider a separate classification structure for School Business Managers, the parties have developed and agreed to a separate classification structure that is based on the general stream classification descriptors of the award but also considers the global school budget as a factor in considering the complexity of the work undertaken by School Business Managers.

New Classification and Salary Structure

9. The new Appendix 11 establishes a classification and salary structure for School Business Managers comprising six Levels across Bands 5, 6 and 7 of the General Stream.

10. The School Business Manager classification structure is based on an assessment of School Business Manager duties against the classification descriptors contained in the Award.

11. The School Business Manager classification levels are determined by reference to global school budget thresholds, recognising that increasing school budget complexity corresponds with increasing levels of skill, expertise, responsibility and

accountability and providing an objective basis for classifying School Business Manager positions.

12. The size and complexity of different schools reflect the School Business Manager Levels 1 through 6 following assessment of their global budget and associated operational complexity.

13. The salary structure comprises four salary ranges within each School Business Manager Level, with range 1 (at the bottom) and range 4 (at the top) of each level aligned to existing TSSA General Stream salary points. The structure in its entirety ranges from Band 5 Range 1 Level 2 to Band 7 Range 2 Level 3 as provided in Table A.

14. The salaries to apply to ranges 2 and 3 at each level, are set by calculating one third of the difference between the salaries at Range 1 and range 4.

15. A variation to the Public Sector Union Wages Agreement (PSUWA) has been made to provide an updated schedule that provides the salary rates for the School Business Manager structure effective from 1 January 2024. Any future increases will be subject to PSUWA as amended from time to time in line with all other employees who are covered by the TSSA.

16. Noting that this variation is operative from 1 January 2024, School Business Managers cannot be assigned duties or promoted to the new structure retrospectively, however as the salary structure will be effective from 1 January 2024 as per the PSUWA variation, it is the intention that School Business Managers will receive payment according to the new salary structure from that date.

Promotion and Salary Progression

17. The new appendix 11 provides for movement between School Business Manager Levels by way of promotion, including where a review of a school's global budget results in allocation to a higher School Business Manager Level.

18. Other than this, a School Business Manager may be promoted if they successfully apply for a School Business Manager position at a higher classification.

19. The global budget figures will be reviewed if required from time to time (intended to be aligned to the PSUWA negotiation cycle), so that they continue to align to DECYP's global budget figures which experience an adjustment annually.

20. The new appendix 11 also establishes specific salary progression arrangements within each School Business Manager Level, including progression through salary ranges every 24 months subject to satisfactory performance.

21. All provisions related to progression, promotion and performance management, where otherwise not covered by this appendix, will continue to apply to School Business Managers.

Implementation and Transition Arrangements

22. This variation contains transition arrangements for the implementation of the School Business Manager classification structure.

23. Upon approval of the variation (and once the structure exists), School Business Managers will be either assigned or promoted, in accordance with the *State Service Act 2000*, to a position in the new School Business Manager structure.

24. Where this results in an increase in classification, employees will be promoted to the higher classification without the need to participate in a recruitment or selection process, subject to satisfactory performance.

25. Where reassessment results in an employee being assigned to duties at a lower salary than their current salary, the employee's salary will be maintained in accordance with section 38(2) of the *State Service Act 2000*.

26. The date of assignment or promotion to the new school business manager structure, will become the employee's anniversary date for the purposes of salary progression, with 24 months service and satisfactory performance required from that date for progression to the next salary point in the range.

27. This will mean that where an employee has already had 24 months service and satisfactory performance at their new applicable SBM Level, they will be assigned or promoted, to the next progression point, when assigned to their new position, in recognition of this service.

28. On assignment or promotion, if an employee has less than 24 months service in their role, as the anniversary date is from assignment or promotion, there is no recognition of this service for where they will be translated into the new structure.

29. Tables C to H identifies where different School Business Managers are located, following the review of School Business Manager duties against the relevant Statements of Duties and with consideration of the complexity associated with the school's global budget.

...”

[4] Written submissions consenting to the variation were filed by the United Workers' Union, Tasmania Branch. The parties to the Award, that attended the hearing, made oral submissions consenting to the variation, that the variation was in the public interest, does not disadvantage those employees covered by the Award and that there is consent of the affected parties to the variation.

[5] I am satisfied that the variation does not disadvantage those to whom the Award applies and that the variation is in the public interest. Accordingly, I approve the variation. The variation is operative from 1 January 2024.

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



N M Ellis

Acting President