TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for award or variation of award

The Minister administering the State Service Act 2000
(T15291 of 2026)

DEPUTY PRESIDENT N ELLIS

Award variation – meal and travel allowances – kilometreage allowances – district allowances – consent application – consent order issued – operative date from the first full pay period on or after 1 July 2025, kilometreage allowance operative from first full pay period on or after 16 February 2026

NURSES AND MIDWIVES (TASMANIAN STATE SERVICE) AWARD

ORDER BY CONSENT -

No. 2 of 2026

The **NURSES AND MIDWIVES (TASMANIAN STATE SERVICE) AWARD** is varied in the following manner:

(1) By deleting from Part IV - ALLOWANCES Clause 5(b) and inserting in lieu thereof the following:

(a) Where a person is stationed permanently in one or other of the following districts he/she may, on the determination of the employer, be paid an allowance in accordance with the following rates, viz:

(i) Category R – remote locations approved as such by the Commission, but in any case including Bass Strait Islands, Maria Island and Bruny Island.

(1) Person with dependent relatives residing with them - $5306.28 per annum;

(2) Other (no dependents) - $2652.06 per annum

(ii) Category B – locations under the Commonwealth Taxation Zone B description

(1) Person with dependent relatives residing with them - $2652.06 per annum;

(2) Other (no dependents) - $1310.45 per annum

(iii) Category S – special locations as may be approved by the Commission

(1) Person with dependent relatives residing with them - $1310.45 per annum;

(2) Other (no dependents) - $656.82 per annum

(2) By deleting from Part IV - ALLOWANCES Clause 7(d) and inserting in lieu thereof the following:

(d) Meal Allowance – Rates

Rate of Allowance

Breakfast	$17.38
Lunch	$19.55
Dinner	$33.33

The rates contained above are derived from the Australian Taxation Office (ATO) Taxation Determination TD2025/4, Table 1. These rates are to be adjusted from 1 July each year by taking 50% of the appropriate ATO determination for meals in Table 1 of that determination, rounded to the nearest 5 cents.

(3) By deleting from Part IV - ALLOWANCES Clause 9(a)(i)(1) and (2) and inserting in lieu thereof the following:

(a) Travelling

(i) Travel Allowance Expense for Overnight Accommodation, Meal Allowances and Incidental Expenses

(1) An employee who is required to undertake work related travel requiring overnight accommodation is to be paid a travel allowance for expenses incurred calculated in accordance with the following tables:

Overnight Accommodation

Accommodation Venue	Overnight Accommodation Rate
Adelaide	$158.00
Brisbane	$181.00
Canberra	$178.00
Darwin	$220.00
Melbourne	$173.00
Perth	$180.00
Sydney	$223.00
Tasmania	$176.00

Meal Allowances

(Preceding or following an overnight absence)

Breakfast	Applicable 7.00am – 8.30am	$34.75
Lunch	Applicable 12.30 – 2.00pm	$39.10
Dinner	Applicable 6.00pm – 7.30pm	$66.65

Incidental Expenses

Payable per overnight stay: $24.50

(2) The rates contained in the tables above are derived from the Australian Taxation Office Taxation (ATO) Determination TD2025/4, Table 1. These rates are to be adjusted from 1 July each year in accordance with the appropriate ATO determination. The accommodation component of the allowance is derived from the capital city rate for each State within that Determination."

(3) By deleting from Part IV - ALLOWANCES Clause 8 subclauses (d)(i) and inserting in lieu thereof the following:

(a) Required user category

(i) Where an employee is required in writing by the employer to have available on a regular basis a private motor vehicle which the employee will be required to use for official purposes, and the employee agrees in writing so to do an allowance shall be paid for such use in accordance with the following rates:

Annual Kilometreage Travelled On Duty in a Financial Year	Cents per kilometre	
	Rate 1 2 litres and above	Rate 2 less than 2 litres
First 10,000 kilometres	97.68 (100%)	84 (86%)
Any additional kilometres	51.77 (53%)	44.93 (46%)

Occasional user category

Annual Kilometreage Travelled On Duty in a Financial Year	Cents per kilometre	
	Rate 3 2 litres and above	Rate 4 less than 2 litres
First 10,000 kilometres	65.12 (100%)	56 (86%)
Any additional kilometres	34.51 (53%)	29.96 (46%)

OPERATIVE DATE

These variations shall come into operation from the first full pay period commencing on or after 1 July 2025, except for Part IV, Clause 8(d) which is operative from the first full pay period commencing on or after 16 February 2026.

THE STAMP OF THE TASMANIAN INDUSTRIAL COMMISSION
TASMANIA

Neroli Ellis
Deputy President

4 March 2026

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