



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Health and Human Services (Tasmanian State Service) Award
[2026] TASIC 30

PARTIES:

Minister administering the State Service Act 2000

Australian Nursing and Midwifery Federation (Tasmanian Branch)

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

Health Services Union, Tasmania Branch

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

FILE NO: T15347 of 2026

HEARING DATE(S): 1 June 2026

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 19 June 2026

MEMBER: Acting President N M Ellis

CATCHWORDS: Award variation – classification and related matters – dental officers –
effective 11 May 2026

REPRESENTATION:

Jane Fitton, Kiralee Gates and Amanda Aplin for the Minister administering the *State Service Act 2000*

Lilli Midgley, Thirza White and Tania Shilcock for The Community & Public Sector Union (State Public Services Federation) Inc

James Milligan and Shane Hamel for the Health Services Union, Tasmania Branch

Elma Nidorfer for the Australian Nursing and Midwifery Federation (Tasmanian Branch)

VARIATION OF THE HEALTH AND HUMAN SERVICES (TASMANIANA STATE SERVICE) AWARD [2026] TASIC 30

REASONS FOR DECISION

HOBART, 19 JUNE 2026

[1] On 20 May 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 and Health and Human Services (Tasmanian State Service) Award (the Award).

[2] The Applicant sought to vary the Award by amending a number of clauses pursuant to the registration of agreements on 1 May 2026.

[3] The Minister's written submissions regarding the variations are as follows:

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4. The variations, that are included in the application are as follows:

- Removal of Band 10 classification descriptor and associated references to Band 10 throughout the award
- Inserting a new standard Broadbanding provision;
- Amendments to current Corrections Allowance
- Amendments to Appendix 11 - Dental Officers.

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Removal of General Stream Band 10 Classification

7. General Stream Band 10 classification has been removed from the classification structure of the award.

8. The following references to Band 10 in the Award have been removed at:

- Part III subclause 1(c)(iv)(4) – which previously referred to the work of Band 9 and Band 10 employees, now only refers to Band 9 employees.
- Part III clause 3 - by amending subclause (i) to incorporate the description applicable to Band 9 currently contained in subclause (j) "Differences between Band 9 and Band 10" and deleting subclause (j).
- Part III clause 4 - by deleting the Band 10 descriptor in the General Stream Band Descriptors table.

- Appendix 10 – Information and Communication Technology (ICT) Classification Structure - to delete the reference to Band 10 in relation to High-level specialist under ICT level 4.
9. There are no employees currently classified at General Stream Band 10 within the Health And Human Services Award.

Broadbanding

10. A new Broadbanding provision has been introduced at Part III, clause 6. This provision replicates the existing Broadbanding clause contained in the Tasmanian State Service Award.
11. This variation enables broadbanding, being a classification structure assigned to specific duties that includes two or more classification bands.
12. The clause operates to recognise that duties and roles may span across classifications and allows for movement within a band consistent with the classification descriptors and salary ranges applying to that band.
13. A broadband is to be established by a decision of the Tasmanian Industrial Commission or by consent of the parties and included in the relevant Award or Agreement.

Correctional and Mental Health Allowance

14. Part V, clause 7 has been amended to vary the existing Corrections Allowance, which has been renamed the Correctional and Mental Health Allowance.
15. Subclause 7(a) is updated and provides an entitlement to employees who are engaged to perform duties in, and where their usual place of work is a correctional health service, forensic mental health, secure mental health (however titled) or the Ashley Youth Detention Centre of 6.5% of base salary (excluding shift penalties) for all hours worked.
16. This does not change the current entitlement but expands the allowance to include correctional health services, forensic mental health and secure mental health.
17. Subclause 7(b) introduces a new entitlement for occasional attendance at a correctional and mental health facility, providing that employees who are not ordinarily engaged to work at the specified facilities (as described) are paid a daily allowance of 6.5% of base salary for each day they are required to attend.
18. Subclause 7(b) further provides that the allowance is only payable for days of physical attendance, is not payable during leave, and does not apply for the calculation of other entitlements.

19. This increase to this allowance is operative from the first full pay period commencing (ffppcoa) on or after 11 May 2026.

Appendix 11 – Dental Officers

Skills and Qualification Allowance

20. Subclause 4(a) relating to the Skills and Qualification Allowance for Dental Officers has been amended to clarify the existing entitlement, that once an application is approved for this allowance, the allowance is payable on a per annum basis.

Allowance in Lieu of Private Practice

21. Subclause 4(b) relating to the Allowance in Lieu of Private Practice for Dental Officers has been amended to increase the allowance from 7.5% to 8.5% of base salary (pro rata).
22. The subclause also clarifies the eligibility requirements by setting out the criteria in subclauses b(i)(2)-(5), including the requirement for the dentist to meet specified competency, scope of practice and compliance standards.
23. The clause also clarifies the allowance is payable to eligible dentists on application b(i)(2).
24. The revised subclause removes the previous express requirement for the allowance to be monitored on an annual basis, noting the entitlement is paid provided the eligibility requirements continue to be met.

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[4] The parties consented to the variations. They submitted that the variations are in the public interest, do not disadvantage those employees covered by the Award and that there is consent of the affected parties to the variations.

[5] I am satisfied that the variations do not disadvantage those to whom the Award applies and that the variations are in the public interest. Accordingly, I approve the variations. The variations are operative from 11 May 2026.

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



Neroli Ellis
Acting President
Tasmanian Industrial Commission