



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Public Sector Union Wages Agreement 2025 [2026] TASIC 49

PARTIES:

Minister administering the State Service Act 2000

The Association of Professional Engineers, Scientists and Managers, Australia

Australian Education Union, Tasmanian Branch

Australian Nursing and Midwifery Federation (Tasmanian Branch)

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

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

Health Services Union, Tasmania Branch

United Workers' Union, Tasmania Branch

SUBJECT: *Industrial Relations Act 1984*, s 59 application for variation of the Public Sector Union Wages Agreement 2025

FILE NO: T15380 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: Variation of industrial agreement – application approved – salaries for school business managers – operative date is 24 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

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

VARIATION OF THE PUBLIC SECTOR UNION WAGES AGREEMENT 2025 [2026] TASIC 49

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 59(2) of the *Industrial Relations Act 1984* (the Act), an application for variation of the Public Sector Union Wages Agreement 2025 (the Agreement).

[2] The variation seeks to replace Schedule 7 of the Agreement which is to be read in conjunction with Appendix 11 of the Tasmanian State Service Award.

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

"1. This application has been filed with the consent of the parties to provide for a variation to the Public Sector Union Wages Agreement 2025 (the Agreement).

2. This variation arises from a commitment made as part of the Public Sector Union Wages Agreement 2022 negotiations to review the School Business Manager classification structure.

3. As part of the classification review, the parties have agreed to a new salary structure for School Business Managers.

4. These submissions are made in conjunction with the application (T15379) to vary the Tasmanian State Service Award to insert Appendix 11 – School Business Managers Classification TSSA and corresponding salary structure based on the General stream classifications for School Business Managers.

5. The variation inserts a new schedule 7 that provides the salary rates applicable to the new School Business Managers classification in Appendix 11 of the Award and provides for those rates to have effect from 1 January 2024.

Schedule 7 – Salaries for School Business Managers

6. The variation inserts a new Schedule 7 – Salaries for School Business Managers.

7. Schedule 7 provides the salary rates applicable to those employees assigned the duties of School Business Manager covered by Appendix 11 – School Business Managers Classification TSSA.

8. The Schedule provides the base salary rates for School Business Manager Levels 1 to 6 and Ranges 1 to 4 within each level.

9. The salary rates are effective from 1 January 2024 and include the salary rates that applied as at the first full pay period on or after 1 December 2023 under the Public Sector Union Wages Agreement 2022 and the current Public Sector Union Wages Agreement 2025.

10. The Appendix notes that the effective salary rates are based on the formula detailed at clause 5 & 6 of Appendix 11 of the Tasmanian State Service Award.

11. Where new salaries may be negotiated for PSUWA in the future, the salary rates will have to be recalculated in accordance with the formula provided in the Appendix.

...”

[4] The oral and written submissions of the parties to the Agreement stated that there is consent to the variation, the variation does not disadvantage those employees covered by the Agreement and that the variation sought is in the public interest.

[5] I am satisfied that the variation does not disadvantage any employees covered by the Agreement, there is genuine consent to the variation, and the variation is in the public interest.

[6] Pursuant to s 59(2), the variation is approved. It is noted that the variation is to be read subject to and in conjunction with the Agreement



N M Ellis

Acting President