



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Teachers Agreement 2023 [2025] TASIC 27

PARTIES:

Minister administering the *State Service Act 2000*

Australian Education Union, Tasmanian Branch

SUBJECT: *Industrial Relations Act 1984*, s 59(2) application for variation of the Teachers Agreement 2023

FILE NO: T15264 of 2025

HEARING DATE(S): 22 October 2025

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 24 October 2025

MEMBER: President D J Barclay

CATCHWORDS: Industrial agreement – application approved – Change2Teaching pilot program

REPRESENTATION:

Elizabeth Roberts and Mat Johnston for the Minister administering the *State Service Act 2000*

Mitch Wilkinson for the Australian Education Union, Tasmanian Branch

VARIATION OF THE TEACHERS AGREEMENT 2023 [2025] TASIC 27

REASONS FOR DECISION

HOBART, 31 OCTOBER 2025

[1] On 7 October 2025, 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 Teachers Agreement 2023 (the Agreement).

[2] The variation seeks to insert a new Schedule 4 titled CHANGE2 TEACHING PILOT PROGRAM into the Agreement.

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

1. This application has been filed with the consent of the parties to include a new Schedule 4 in the Teachers Agreement 2023 (Agreement) to provide for the new Change2Teaching pilot program (the Program) developed in collaboration with the University of Tasmania.
2. To enable the program to take effect, we are seeking to vary the Agreement pursuant to s59(2) of the Industrial Relations Act 1984.
3. The Program is designed to attract people to transition to a career in teaching, through both enrolment in a Masters of Teaching and the opportunity to gain valuable on the job experience through paid employment. This Program aims to address the ongoing need to attract more teachers in Tasmania.
4. Funding has been made available through Commonwealth grants programs in support of the Program, so initially this is a pilot program for two years to trial this new pathway into teaching, with the program and funding arrangements to be reviewed prior to it continuing after the pilot.
5. Participants in the Program are to be employed as fixed term employees pursuant to the State Service Act 2000 and if all of the program requirements are met, at the end of the Program, employees will be offered permanent appointment in accordance with the State Service Act 2000.
6. The Change2Teaching Initial Teacher's responsibilities will grow over the program. Initially the participant will be in the classroom with an experienced teacher who will maintain duty of care for the class at all times. The Change2Teaching Initial Teacher will not be left unattended in the classroom during their first year in the program and will facilitate small group and one on one learning activities.
7. In year 2 of the program, the Change2Teaching Initial Teacher will work under the guidance of a supervising mentor teacher and will take responsibility for the management of assigned teaching duties and associated activities. This is also reflected by the requirement in year 2 for participants to be granted a Limited The new Schedule is self-explanatory in its construction and is best understood by reference to it.

[4] The written submissions of the Australian Education Union, Tasmanian Branch confirmed there was consent to the variation, the variation does not disadvantage those employees covered by the Agreement and that variation sought is in the public interest.

[5] The variation is aimed at facilitating recruitment to the teaching service which is obviously in the public interest. I am satisfied that the variation does not disadvantage any employees covered by the Agreement, that there is genuine consent to the variation, and that the variation is in the public interest.

[6] Pursuant to s 59(2), the variations are approved and will come into force on 22 October 2025.

