



## TASMANIAN INDUSTRIAL COMMISSION

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**CITATION:** Variation of the Police Award [2025] TASIC 30

**PARTIES:**

Police Association of Tasmania

Commissioner of Police

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

**FILE NO:** T15265 of 2025

**HEARING DATE(S):** 28 October 2025

**HEARING LOCATION:** Tasmanian Industrial Commission, Hobart

**DATE REASONS ISSUED:** 11 November 2025

**MEMBER:** President D J Barclay

**CATCHWORDS:** Award variation – application approved – expense related allowances – first full pay period commencing on or after 25 July 2025

**REPRESENTATION:**

Amanda Thompson and Emily Harvey for the Police Association of Tasmania

Brett Berry for the Commissioner of Police

## VARIATION OF THE POLICE AWARD [2025] TASIC 30

### REASONS FOR DECISION

HOBART, 11 NOVEMBER 2025

[1] On 14 October 2025, the Police Association of Tasmania (the Applicant) lodged with the Registrar, pursuant to Section 23(1) of the *Industrial Relations Act 1984* (the Act), an application for variation of the Police Award (the Award).

[2] The variation seeks to vary a number of clauses which deal with expense related allowances.

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

" ...

1. This application varies a number of expense-based allowance.
2. There are 3 categories of expense related allowances in the application:
  - a) those varied by CPI
  - b) those varied in accordance with the Tax Determination 2023/3
  - c) and those varied by a combination of both
3. The allowances are adjusted as specified by the relevant provisions associated with those allowances as specified in the Application.
4. The CPI-based allowances are adjusted annually to reflect the change to the CPI weighted average of the eight capital cities, calculated to the March quarter 2025. The adjustment is 0.8%, in accordance with the Australian Bureau of Statistics release<sup>1</sup>.
5. The second category, relating to the meal allowances in clause 10.8.1 is adjusted in line with the Australian Taxation Office taxation determination establishing reasonable travel and meal allowance expenses. The application also requests that determination TD 2024/3 be replaced with the current one which is: TD 2025/4.
6. The third category of allowance is that adjusted by a combination of the Tax Determination and CPI, relating to meals and incidentals for physical and technical surveillance services and the special response and counter terrorism unit.
7. It is submitted that the operation of this amendment should be some time from the first full pay period commencing on or after 25 July 2025. This application and draft submissions were provided to the employer on 22 July 2025.

" ...

[4] The written submissions of the Applicant note that there is consent to the variation, the variation does not disadvantage those employees covered by the Award and that the variation sought is in the public interest. The Respondent also submitted that the variations were by consent and in the public interest.

[5] The Award provides for the allowances to be increased year to year. As such the question is whether the quantum of the increases is appropriate. Given the manner in which they are increased, I accept that the increases are in the public interest. I am satisfied that there is consent to the variations.

[6] Pursuant to s 23(1) of the Act, the variations are approved and will come into force from the first pay period commencing on or after 25 July 2025.

