



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Tasmanian State Service Award [2026] TASIC 7

PARTIES:

Minister administering the State Service Act 2000

Australian Education Union, Tasmanian Branch

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

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia

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

Construction, Forestry, Mining and Energy Union, Tasmanian Branch

Health Services Union, Tasmania Branch

The Association of Professional Engineers, Scientists and Managers, Australia

Transport Workers' Union of Australia (Victorian/Tasmanian Branch)

Tasmanian Trades and Labor Council

United Workers' Union, Tasmania Branch

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

FILE NO: T15296 of 2026

HEARING DATE(S): 16 February 2026

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 25 February 2026

MEMBER: Deputy President N M Ellis

CATCHWORDS: Award variation – salary rates – wage related allowances – consent application – consent order issued – operative date from the first full pay period on or after 1 July 2025

REPRESENTATION:

Elizabeth Roberts and Jayne Lockley 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

Steve Smith for the Australian Education Union, Tasmanian Branch

VARIATION OF THE TASMANIAN STATE SERVICE AWARD [2026] TASIC 7

REASONS FOR DECISION

HOBART, 23 FEBRUARY 2026

[1] On 20 January 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 Award (the Award).

[2] The Applicant sought to vary the Awards by making increases to a number of salary rates and wage related allowances.

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

" ...

Salary Tables

2. The *Tasmanian State Service Award* has been updated to replace the salary tables where applicable to reflect the salary rates payable on the first full pay period commencing on or after (ffppcooa) 1 July 2025, in accordance with the Adjustment to Wage Related Allowances mechanism in the Award.

Wage Related Allowances

3. A variation to the *Tasmanian State Service Award* is sought to adjust wage related allowances in line with the salary increases for the 1 July 2024 to 30 June 2025 period, in accordance with the Adjustment to Wage Related Allowances mechanism in the Award, which provides as follows:
 - a. The mechanism contained in Part IV, Clause 13 provides for the adjustment to wage related allowances.
 - b. The clause provides that all monetary allowances (unless specified separately) are to be adjusted from the first full pay period on or after 1 July each year by the same percentage as the salary rate for the lowest level of the Band 4 General Stream classification of the Tasmanian State Service Award has increased between 1 July in the preceding year and 30 June of that year.
 - c. The relevant percentage for this application is 3% in line with the salary increase which applied with effect from the ffppcooa 1 December 2024.
 - d. Adjustments are sought to wage related allowances at Part IV and Part VI and Appendix 16 of the Award accordingly.

" ... "

[4] The Parties to the application consented to the variations. They submitted that the variations are calculated in accordance with the mechanisms referred to above, were in the public interest, did not disadvantage those employees covered by the Award and that there was consent of the affected parties to the variations.

[5] I am satisfied that the variations do not disadvantage those to whom it applies and that the variations are in the public interest and accordingly I approve the variations. The variations are operative from the first full pay period commencing on or after 1 July 2025.

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



Neroli Ellis
Deputy President