



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Police Award [2026] TASIC 13

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: T15311 of 2026

HEARING DATE(S): 3 March 2026

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 4 March 2026

MEMBER: President D J Barclay

CATCHWORDS: Award variation – application approved – classification and structure – specialist allowance – special leave – effective from first full pay period commencing on or after 1 December 2025

REPRESENTATION:

Blair Dowker, Sarah Halley, Robert Blackwood and Sarah Crabtree for the Commissioner of Police

John Arnold for the Police Association of Tasmania

VARIATION OF THE POLICE AWARD [2026] TASIC 13

REASONS FOR DECISION

HOBART, 4 MARCH 2026

- [1] On 18 February 2026, the Commissioner of Police (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 parts which deal with salary increases, classification and structure, specialist allowance and special leave.
- [3] The Parties' joint written submissions regarding the variation are as follows:
- "1. These variations have arisen as part of the offer made to the Police Association on 17 December 2025, during the Public Sector Wages Agreement, Police Award negotiation process.
 2. This offer was subsequently accepted in principle by the Police Association on 23 December 2026.
 3. The government has committed to provide a salary increase guarantee whereby, should State Service employees receive a higher base wage headline increase than that received by police for the term of this offer, the police base wage increase would be adjusted to match that higher outcome. Should the Government headline wages offer (provided by the Public Sector Union Wages Agreement) change from the above during this round of negotiations, Tasmania Police officers' wages will be indexed commensurate with Government's final offer.
 4. Both parties believe this is a fair and sustainable outcome that recognises the important role performed by police.
 5. These variations include increases to base salaries, increases to the Shift and Penalty Allowances, increases to specialist allowances and amendments to conditions of some leave entitlements to the benefit for all members covered by this Award. Both parties remain committed to working constructively throughout the life of the Award, including progressing roster reform through the established Roster Reform Working Group."
- [4] The written submissions of the parties 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.
- [5] I accept that the variations are in the public interest and 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 1 December 2025.

