

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s 23 application for award or variation of award

Tasmanian Trades and Labor Council

(T15280 of 2025)

Public Sector Awards

FULL BENCH:

DEPUTY PRESIDENT N ELLIS

COMMISSIONER T LEE

COMMISSIONER T CIRKOVIC

Wage Rates - Tasmanian minimum wage rate determined at \$948.00 pw – s 47AB - supported wage varied to \$109.00 pw – training wage increased by 3.5% – operative date from 1 August 2025

TASMANIAN STATE SERVICE AWARD

ORDER BY CONSENT

Order No. 1 of 2026

The TASMANIAN STATE SERVICE AWARD is varied in the following manner:

By deleting PART II clause 13 - SALARIES AND RELATED MATTERS and inserting in lieu the following

13. TASMANIAN MINIMUM WAGE

In accordance with s.47 AB of the *Industrial Relations Act 1984* (the *Act*) the minimum weekly wage for an adult full time employee is the Tasmanian Minimum Wage as determined by the Tasmanian Industrial Commission pursuant to s 35 (10A) of the *Act*. The Tasmanian Minimum Wage is \$948.00 per week operative from 1 August 2025.

PROVIDED this clause has no application to employees engaged under a contract of training or to an employee who is in receipt of a supported wage assessment.

By deleting PART II Clause 8 – SALARIES AND RELATED MATTERS subclauses (b) and (h) inserting in lieu the following

(b) Supported Wage System

Supported Wage Rates

Employees to whom this schedule applies will be paid the applicable percentage of the relevant minimum wage according to the following schedule:

Assessed Capacity (subclause (c))	Relevant Minimum Wage
%	%
10	10
20	20
30	30
40	40
50	50
60	60
70	70
80	80
90	90

PROVIDED that the minimum amount payable must be not less than \$109.00 per week.

Where an employee's assessed capacity is 10%, they must receive a high degree of assistance and support.

(h) Trial Period

(i) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this schedule for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

- (ii) During that trial period the assessment of capacity will be undertaken and the percentage of the relevant minimum wage for a continuing employment relationship will be determined.
- (iii) The minimum amount payable to the employee during the trial period must be no less than \$109.00 per week.
- (iv) Work trials should include induction or training as appropriate to the job being trialled.
- (v) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment will be entered into based on the outcome of assessment under paragraph (c).

OPERATIVE DATE

This variation shall come into operation from 1 August 2025.



Neroli Ellis
Deputy President

3 March 2026