



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Child Safety Industrial Agreement 2023 [2026] TASIC 27

PARTIES:

Minister administering the State Service Act 2000

The Community and Public Sector Union (State Public Services Federation Tasmania) Inc

Health Services Union, Tasmania Branch

SUBJECT: *Industrial Relations Act 1984*, s 59 application for variation of the Child Safety Industrial Agreement 2023

FILE NO: T15329 of 2026

HEARING DATE(S): Determined on the papers

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 1 June 2026

MEMBER: Acting President N M Ellis

CATCHWORDS: Variation of industrial agreement – application approved – child safety payment – payment of extended child safety payments made until first full pay period commencing on or prior to 31 August 2025

VARIATION OF THE CHILD SAFETY INDUSTRIAL AGREEMENT 2023 [2026] TASIC 27

REASONS FOR DECISION

HOBART, 1 JUNE 2026

[1] On 17 April 2026, 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 Child Safety Industrial Agreement 2023 (the Agreement).

[2] The variation seeks to insert new subclauses under Clause 8 Child Safety Payment.

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

"3. This variation extends the Child Safety payment for a further eight (8) months following a variation registered T15285 of 2025, which extended the Child Safety Payment from the first full pay period commencing on or after (ffppcooa) 1 July 2025 until the conclusion of the last full pay period on or prior to the 31 December 2025.

4. New clause 8.12 is inserted in this variation to be clear and provide that all employees employed at or after 1 January 2026 and in accordance with paragraph 1 above will be paid the Child Safety Payment of \$100 (pro rata) per fortnight.

5. New clause 8.13 is inserted in this variation to provide that the effective date for the Child Safety Payment for employees employed at or after 1 January 2026 and in accordance with paragraph 1 above as at the date the order for this variation is made, will be from the ffppcooa 1 January 2026 or the date they commenced employment, whichever is the later.

6. New clause 8.14 is inserted in this variation to provide that all employees after the date of the order of the variation, employed after 1 January 2026 and in accordance with paragraph 1 above will be paid the Child Safety Payment of \$100 (pro rata) per fortnight from the ffppcooa the date of commencement of their employment.

7. The intent of this variation is that all employees covered by the Child Safety Agreement and classified at AHP Level 1 to AHP Level 3 (including AHP Level 3 PUG) are to be paid the Child Safety Payment of \$100 per fortnight (pro rata) from ffppcooa 1 January 2026 if they are employed on that date or from the ffppcooa the date the employment commenced post 1 January 2026.

8. New clause 8.15 provides that the extended Child Safety Payments will be paid until the conclusion of the last full pay period on or prior to the 31 August 2026.

9. The Child Safety Payment is calculated on an annual basis in accordance with the Child Safety Agreement and paid fortnightly based on an annual payment of \$2600 per annum.

10. In accordance with clause 8.6 of the Child Safety Agreement all Child Safety payments ceased at the last full pay period prior to 30 June 2025.

11. In accordance with clause 8.11 as per the variation in T15285 of 2025 to the Child Safety Agreement all Child Safety payments extended by the variation ceased at the last full pay period on or prior to 31 December 2025.

12. Following and subject to the approval of this variation all eligible employees will be paid the Child Safety Payment in accordance with this variation from the ffppcoa 1 January 2026 until the last pay period prior to 31 August 2026.”

[4] The written submissions of the Community and Public Sector Union (State Public Services Federation Tasmania) Inc and the Health Services Union, Tasmania Branch stated that there is consent to the variations, the variations do not disadvantage those employees covered by the Agreement and that the variations sought are in the public interest.

[5] I am satisfied that the variations do not disadvantage any employees covered by the Agreement, there is genuine consent to the variations, and the variations are in the public interest.

[6] Pursuant to s 59(2), the variations are approved.

[7] It is noted that these variations are to be read subject to and in conjunction with the Agreement and subsequent variations that have been made.



Neroli Ellis
Acting President
Tasmanian Industrial Commission