TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for award or variation of award

The Minister administering the State Service Act 2000
(T15292 of 2026)

DEPUTY PRESIDENT N ELLIS

Award variation – meal and travel allowances – kilometreage allowances – district allowances – consent application – consent order issued – operative date from the first full pay period on or after 1 July 2025, kilometreage allowance operative from first full pay period on or after 16 February 2026

TASMANIAN STATE SERVICE AWARD

ORDER BY CONSENT -

No. 2 of 2026

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

(1) By deleting from Part IV - EXPENSE AND OTHER ALLOWANCES Clause 1(a)(iii) and inserting in lieu thereof the following

(a) District

(iii) Where an employee is stationed in one or other of the following districts, the employee is to be paid an allowance in accordance with the following rates:

		Rate per Annum
(1)	Category R	
	Remote locations approved as such by the Tasmanian Industrial Commission including Bass Strait Islands, Maria Island, Bruny Island:	
	Employee with dependent relatives residing with them	$5243.89
	Other (no dependents)	$2620.89
(2)	Category B	
	Locations under the Commonwealth Taxation Zone B prescription:	
	Employee with dependent relatives living with them	$2620.89
	Others (no dependents)	$1310.44
(3)	Category S	
	Special locations as may be approved by the Tasmanian Industrial Commission:	
	Employee with dependent relatives residing with them	$1310.44
	Others (no dependants)	$656.81

(2) By deleting from Part IV - EXPENSE AND OTHER ALLOWANCES Clause 2(d) and inserting in lieu thereof the following:

(d) Meal Allowance – Rates

Meal	Rate of Allowance
Breakfast	$17.38
Lunch	$19.55
Dinner	$33.33

The rates contained above are derived from the Australian Taxation Office (ATO) Taxation Determination TD2025/4, Table 1. These rates are to be adjusted from 1 July each year by taking 50% of the appropriate ATO determination for meals in Table 1 of that determination, rounded to the nearest 5 cents.

(3) By deleting from Part IV - EXPENSE AND OTHER ALLOWANCES Clause 3(a)(i)(1) and 3(a)(i)(2) and inserting in lieu thereof the following:

(a) Travelling

(i) Travel Allowance Expense for Overnight Accommodation, Meal Allowances and Incidental Expenses

(1) An employee who is required to undertake work related travel requiring overnight accommodation is to be paid a travel allowance for expenses incurred calculated in accordance with the following tables:

Overnight Accommodation

Accommodation Venue	Overnight Accommodation Rate
Adelaide	$158.00
Brisbane	$181.00
Canberra	$178.00
Darwin	$220.00
Melbourne	$173.00
Perth	$180.00
Sydney	$223.00
Tasmania	$176.00

Meal Allowances

(Preceding or following an overnight absence)

Breakfast	Applicable 7.00am – 8.30am	$34.75
Lunch	Applicable 12.30 – 2.00pm	$39.10
Dinner	Applicable 6.00pm – 7.30pm	$66.65

Incidental Expenses

Payable per overnight stay: $24.50

(2) The rates contained in the tables above are derived from the Australian Taxation Office Taxation (ATO) Determination TD2025/4, Table 1. These rates are to be adjusted from 1 July each year in accordance with the appropriate ATO determination. The accommodation component of the allowance is derived from the capital city rate for each State within that Determination."

(4) By deleting from Part IV - EXPENSE AND OTHER ALLOWANCES Clause 3 subclauses (b)(ii), (iii) and (iv) and inserting in lieu thereof the following:

(b) Camping Allowance

(ii) An employee who stays overnight in a tent in performing their duties is to be paid a camping allowance of $80.71 for each overnight stay.

(iii) An employee who stays overnight in a standing camp, hut or shelter in performing their duties is to be paid a camping allowance of $68.15 for each overnight stay.

(iv) An employee who stays overnight in employer provided non-commercial accommodation in performing their duties is to be paid a camping allowance of $56.21 for each overnight stay.

(5) By deleting from Part IV - EXPENSE AND OTHER ALLOWANCES Clause 3 subclauses (d)(i) and (d)(ii) and inserting in lieu thereof the following:

(d) Private Vehicle Use

(i) Required User

Where an employee is required in writing by the employer to have available on a regular basis a private motor vehicle which the employee is to be required to use for official purposes, and the employee agrees in writing so to do an allowance is to be paid for such use in accordance with the following rates:

Annual Kilometres Travelled On Duty in a Financial Year	Cents per Kilometre	
	Rate 1 2 litres and above and electric vehicles	Rate 2 Less than 2 litres
First 10,000 kilometres	97.68 (100%)	84.00 (86%)
Any additional kilometres	51.77 (53%)	44.93 (46%)

PROVIDED that where the employer wishes to withdraw the requirement to provide a private motor vehicle then, except where special circumstances exist, at least one year's notice in writing is to be given, and the notice period is to be specified to end on 30 June.

(ii) Occasional User

Where an employee is not required to provide a private motor vehicle for official use as prescribed in subclause (d)(i) of this clause, but otherwise receives approval from the employer to use a private motor vehicle for official purposes on an occasional basis, an allowance is to be paid in accordance with the following rates:

Annual Kilometre Travelled on Duty in a Financial Year	Cents per Kilometre	
	Rate 3 2 litres and above and electric vehicles	Rate 4 Less than 2 litres
First 10,000 kilometres	65.12 (100%)	56.00 (86%)
Any additional kilometres	34.51 (53%)	29.96 (46%)

OPERATIVE DATE

These variations shall come into operation from the first full pay period commencing on or after 1 July 2025, except for Part IV, Clause 3(d) which is operative from the first full pay period commencing on or after 16 February 2026.

THE STAMP OF THE TASMANIAN INDUSTRIAL COMMISSION TASMANIA

Neroli Ellis
Deputy President

4 March 2026