



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Governor of Tasmania Employee Award [2026] TASIC 9

PARTIES:

The Governor-in-Council; the Official Secretary

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

The Australian Workers' Union, Tasmania Branch

Tasmanian Trades Labour Council

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

FILE NO: T15298 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

VARIATION OF THE GOVERNOR OF TASMANIA EMPLOYEES AWARD [2026] TASIC 9

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 Governor of Tasmania Employee 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 Governor of Tasmania Employee Award has been updated to replace the salary table where applicable to reflect the salary rates payable on the first full pay period commencing on or after (ffppcoa) 1 July 2025, in accordance with the Adjustment to Wage Related Allowances mechanism in the Award.

Wage Related Allowances

3. A variation to the Governor of Tasmania Employee Award is sought to adjust wage related allowances in line with the percentage salary increases for the 1 July 2024 to 30 June 2025 period, in accordance with the Adjustment to Wage Related Allowances mechanism in the Governor of Tasmania Employee Award, which provides as follows:
 - a. The mechanism contained in Part IV, Clause 1 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 classification of the Governor of Tasmania Employee Award increases 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 percentage increase which applied with effect from the ffppcoa 1 December 2024.
 - d. Adjustments are sought to wage related allowances at Part IV 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