



## TASMANIAN INDUSTRIAL COMMISSION

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**CITATION:** Variation of the Teaching Service (Tasmanian Public Sector) Award  
[2026] TASIC 41

**PARTIES:**

Minister administering the State Service Act 2000

Australian Education Union, Tasmanian Branch

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

**FILE NO:** T15364 of 2026

**HEARING DATE(S):** 8 July 2026

**HEARING LOCATION:** Tasmanian Industrial Commission, Hobart

**DATE REASONS ISSUED:** 27 July 2026

**MEMBER:** Acting President N M Ellis

**CATCHWORDS:** Award variation – employment relationship and related matters – instructional load - workplace flexibility – workplace delegates - consent application – consent order issued – operative date 8 July 2026

**REPRESENTATION:**

Kiralee Gates for the Minister administering the *State Service Act 2000*

Adam Clifford, Director of Department for Education Children and Young People

Steven Smith, Australian Education Union, Tasmanian Branch

## VARIATION OF TEACHING SERVICE (TASMANIAN PUBLIC SECTOR) AWARD [2026] TASIC 41

### REASONS FOR DECISION

HOBART, 27 JULY 2026

[1] On 11 June 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 Teaching Service (Tasmanian Public Sector) Award (the Award).

[2] The Minister sought further Award variations arising “from the last round of Tasmanian State Service wage negotiations for the Teachers Agreement”.

[3] The Minister submitted that:

“3. The key new provisions for the award are a reduction in the maximum hours a teacher is to be available to attend after school staff meetings and introducing the new standard terms relating to part time union workplace delegates and their attendance at union training courses and conferences.

4. The other clauses to be varied are as a result of consolidating provisions from the Agreement with the remaining variations outlined in these submissions relating to realigning existing award provisions to more appropriate locations within the Award, moving some Agreement provisions into the Award and renumbering, largely as a result of introducing a new Part V – Workplace Flexibility in the award structure.

.....”

22. The variations are operative from the date of registration of the Teachers Agreement 2025, unless provided otherwise, noting an application to file the Teachers Agreement 2025 has been lodged concurrently with the Application to Vary the Teaching Service (Tasmanian Public Sector) Award.”

[4] The Australian Education Union, Tasmanian Branch (AEU), consented to the variations. They submitted that the variations are 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 approved from 8 July 2026.

[6] An order reflecting this decision will follow.



N M Ellis

Acting President