

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s23 application for award or variation of award

The Minister administering the State Service Act 2000

(T15296 of 2026)

DEPUTY PRESIDENT N ELLIS

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

TASMANIAN STATE SERVICE AWARD

ORDER BY CONSENT -

No. 3 of 2026

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

- (1) **By deleting the current tables from Part II – SALARIES AND RELATED MATTERS Clause 3 (a) (ii) and CLAUSE 3 (b) (ii) and replacing with the following:**

(a) Salaries for the General Stream

Band	Salary effective from ffppooa 1/12/2021	Salary effective from ffppooa 1/12/2022	Salary effective from ffppooa 1/12/2023	Salary effective from ffppooa 1/12/2024
B1-R1-1	\$46 947	\$50 143	\$51 647	\$53 196
B1-R1-3	\$50 204	\$53 514	\$55 119	\$56 773
B1-R2-2	\$53 453	\$56 876	\$58 582	\$60 339
B1-R2-4	\$56 509	\$60 039	\$61 840	\$63 695
B1-R2-5	\$57 317	\$60 876	\$62 702	\$64 583
Promotion				
B2-R1-2	\$59 305	\$62 933	\$64 821	\$66 766
B2-R1-3	\$60 395	\$64 061	\$65 983	\$67 962
B2-R1-4	\$61 535	\$65 241	\$67 198	\$69 214
B2-R1-5	\$63 031	\$66 790	\$68 794	\$70 858
B2-R1-6	\$63 942	\$67 732	\$69 764	\$71 857
Promotion				
B3-R1-2	\$66 606	\$70 490	\$72 605	\$74 783
B3-R1-3	\$67 938	\$71 868	\$74 024	\$76 245
B3-R1-4	\$69 249	\$73 225	\$75 422	\$77 685
B3-R1-5	\$71 049	\$75 088	\$77 341	\$79 661
B3-R1-6	\$72 118	\$76 195	\$78 481	\$80 835
Promotion				
B4-R1-2	\$74 600	\$78 246	\$80 593	\$83 011
B4-R1-3	\$76 541	\$80 255	\$82 663	\$85 143
B4-R1-4	\$78 593	\$82 379	\$84 850	\$87 396
Advanced Assessment Point				
B4-R2-2	\$79 920	\$83 752	\$86 265	\$88 853
B4-R2-3	\$81 998	\$85 903	\$88 480	\$91 134
B4-R2-4	\$84 740	\$88 741	\$91 403	\$94 145
B4-R2-5	\$86 016	\$90 062	\$92 764	\$95 547
Promotion				
B5-R1-2	\$89 600	\$93 771	\$96 584	\$99 482
B5-R1-3	\$91 866	\$96 116	\$98 999	\$101 969
Advanced Assessment Point				
B5-R2-1	\$93 180	\$97 476	\$100 400	\$103 412
B5-R2-2	\$94 036	\$98 362	\$101 313	\$104 352

Promotion				
B6-R1-2	\$98 358	\$102 836	\$105 921	\$109 099
B6-R1-3	\$100 326	\$104 872	\$108 018	\$111 259
B6-R1-4	\$103 603	\$108 264	\$111 512	\$114 857
Advanced Assessment Point				
B6-R2-2	\$106 242	\$110 995	\$114, 25	\$117 755
B6-R2-3	\$108 112	\$112 931	\$116 319	\$119 809
B6-R2-4	\$109 972	\$114 856	\$118 302	\$121 851
B6-R2-5	\$111 379	\$116 312	\$119 801	\$123 395
Promotion				
B7-R1-2	\$116,758	\$121 880	\$125 536	\$129 302
B7-R1-3	\$119,092	\$124 295	\$128 024	\$131 865
Advanced Assessment Point				
B7-R2-2	\$121 474	\$126 761	\$130 564	\$134 481
B7-R2-3	\$122 939	\$128 277	\$132 125	\$136 089
Promotion				
B8-R1-2	\$127 141	\$132 626	\$136 605	\$140 703
B8-R1-3	\$129 685	\$135 259	\$139 317	\$143 497
Advanced Assessment Point				
B8-R2-2	\$134,263	\$139 997	\$144 197	\$148 523
B8-R2-3	\$135,790	\$141 578	\$145 825	\$150 200
Promotion				
B9-R1-2	\$154 195	\$160 627	\$165 446	\$170 409
B9-R1-3	\$161 535	\$168 224	\$173 271	\$178 469
B9-R1-4	\$168 879	\$175 825	\$181 100	\$186 533
B9-R1-5	\$170 580	\$177 585	\$182 913	\$188 400
Promotion				
B10-R1-2	\$181 861	\$189 261	\$194 939	\$200 787
B10-R1-3	\$190 521	\$198 224	\$204 171	\$210 296
B10-R1-4	\$199 181	\$207 187	\$213 403	\$219 805
B10-R1-5	\$201 033	\$209 104	\$215 377	\$221 838

(b) Salaries for the Professional Stream

Band	Salary effective from ffppooa 1/12/2021	Salary effective from ffppooa 1/12/2022	Salary effective from ffppooa 1/12/2023	Salary effective from ffppooa 1/12/2024
P1-R1-2	\$67 938	\$71 868	\$74 024	\$76 245
P1-R1-3	\$73 269	\$76 868	\$79 174	\$81 549
P1-R1-4	\$76 541	\$80 255	\$82 663	\$85 143
P1-R1-5	\$79 920	\$83 752	\$86 265	\$88 853
P1-R1-6	\$84 740	\$88 741	\$91 403	\$94 145

P1-R1-7		\$87 844	\$94 713	\$97 554
Advanced Assessment Point				
P2-R1-1	\$91,866	\$96,116	\$98,999	\$101 969
P2-R1-2	\$95,733	\$100,119	\$103,123	\$106 217
P2-R1-3	\$100,326	\$104,872	\$108,018	\$111 259
P2-R1-4	\$103,603	\$108,264	\$111,512	\$114 857
P2-R1-5	\$106,242	\$110,995	\$114,325	\$117 755
P2-R1-6	\$108,112	\$112,931	\$116,319	\$119 809
Advanced Assessment Point				
P2-R2-1	\$109,972	\$114,856	\$118,302	\$121 851
P2-R2-2	\$111,379	\$116,312	\$119,801	\$123 395
Promotion				
P3-R1-2	\$116,758	\$121,880	\$125,536	\$129 302
P3-R1-3	\$119,092	\$124,295	\$128,024	\$131 865
Advanced Assessment Point				
P3-R2-2	\$121,474	\$126,761	\$130,564	\$134 481
P3-R2-3	\$122,939	\$128,277	\$132,125	\$136 089
Promotion				
P4-R1-2	\$127,141	\$132,626	\$136,605	\$140 703
P4-R1-3	\$129,685	\$135,259	\$139,317	\$143 497
Advanced Assessment Point				
P4-R2-2	\$134,263	\$139,997	\$144,197	\$148 523
P4-R2-3	\$135,790	\$141,578	\$145,825	\$150 200
Promotion				
P5-R1-2	\$154,195	\$160,627	\$165,446	\$170 409
P5-R1-3	\$161,535	\$168,224	\$173,271	\$178 469
P5-R1-4	\$168,879	\$175,825	\$181,100	\$186 533
P5-R1-5	\$170,580	\$177,585	\$182,913	\$188 400
Promotion				
P6-R1-2	\$181,861	\$189,261	\$194,939	\$200 787
P6-R1-3	\$190,521	\$198,224	\$204,171	\$210 296
P6-R1-4	\$199,181	\$207,187	\$213,403	\$219 805
P6-R1-5	\$201,033	\$209,104	\$215,377	\$221 838

(2) The following is varied in Part IV – EXPENSE AND OTHER ALLOWANCES:

Clause 5 - First Aid Certificate Allowance:

(a) DELETE \$923 and REPLACE with \$951

Clause 6 - Testing and Tagging Allowance:

DELETE \$856 and REPLACE with \$882.

Clause 7 - Coxwain's Certificate Allowance:

DELETE \$1075 and REPLACE with \$1107.

Clause 8 – Diving Allowances:

(a) Diving

DELETE \$974 and REPLACE with \$1003

(b) Diving Operations Supervision

DELETE \$974 and REPLACE with \$1003

Clause 10 – Tasmanian Prison Service – Special Allowances:

(a) Tactical Response Group Commander

DELETE \$3 090 And REPLACE with \$3 183.

(b) Tactical Response Group Member

DELETE \$2 060 and REPLACE with \$2 122.

(c) Drug Detector Dog Handler

DELETE \$3 090 and REPLACE with \$3 183.

(d) Workplace Assessor

DELETE \$1 218 and REPLACE with \$1 255.

(e) Workplace Trainer

DELETE \$1 395 and \$80.46 and REPLACE with \$1 437 and \$82.87

Clause 11 - Nominee Allowance:

DELETE \$91.25 and REPLACE with \$93.99

Clause 12 - Foul and Nauseous Allowance (Department of Justice):

DELETE \$15.32 and REPLACE with \$15.78

Clause 15 - Foul and Nauseous (Uncontained Sewage) Allowance (NRE Tasmania):

(a) DELETE \$756 and REPLACE with \$779

(3) The following is varied in Part VI - HOURS OF WORK AND OVERTIME FOR DAY WORK:

Clause 6 - Availability and Recall

(b) Availability

(ii) DELETE \$4.08 and REPLACE with \$4.20.

(4) The following is varied in APPENDIX 16

Clause 5 – Toileting Allowance

DELETE \$32.41 and REPLACE with \$33.38.

Clause 7 – Meal Management Plan Allowance

DELETE \$43.21 and REPLACE with \$44.51.

Clause 8 – Specialist Programs Allowance

(a) DELETE \$43.21 and REPLACE with \$44.51.

Clause 9 – Health Care Procedures Allowance

(b) DELETE \$43.21 and REPLACE with \$44.51.

OPERATIVE DATE

These variations shall come into operation from the first full pay period commencing on or after 1 July 2025.


Neroli Ellis
Deputy President

4 March 2026