



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Port Arthur Historic Site Management Authority Award
[2026] TASIC 29

PARTIES:

Minister administering the State Service Act 2000

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

SUBJECT: *Industrial Relations Act 1984*, s 23(1) application for variation of the Port
Arthur Historic Site Management Award

FILE NO: T15346 of 2026

HEARING DATE(S): 1 June 2026

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 19 June 2026

MEMBER: Acting President N M Ellis

CATCHWORDS: Award variation – salaries and related matters – classification
descriptors – classification and related matters – expenses and other allowances –
hours of work, rostering and overtime

REPRESENTATION:

Jane Fitton, Kiralee Gates, Amanda Aplin for Minister administering the *State Service
Act 2000*

Lilli Midgley for The Community and Public Sector Union (State Public Services
Federation Tasmania) Inc.

VARIATION OF PORT ARTHUR HISTORIC SITE MANAGEMENT AUTHORITY AWARD [2026] TASIC 29

REASONS FOR DECISION

HOBART, 19 JUNE 2026

[1] On 19 May 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 Port Arthur Historic Site Management Authority Award (the Award).

[2] “ ...

6. The following outlines the submissions to the specific variations that have been sought to the following:
 - Part II-Salaries and Related Matters - clause 6 - amend the introduction and insert a new subclause (c);
 - Part II-Salaries and Related Matters clause 14, delete words from the Introduction;
 - Part III – Classification Descriptors – amend clause 1, subclause (c)(iv)(4), clause 3(i) and delete 3(j), delete the reference to Band 10 from the table in clause 4; .
 - Part III – Classification and Related Matters - clause 7, amend subclause (a) and insert new subclause (b);
 - Part IV – Expenses and Other Allowances – amend clause 6
 - Part VI – Hours of Work, Rostering and Overtime – clause 1, amend clause (e) and renumber subclauses.

School Students

7. At Part II Clause 6 the employment of students at PAHSMA has been amended to specify that students employed at PAHSMA will receive special rates only if they are in “clearly identified youth programs.”
8. Further at 6(c) it has been specified that in other circumstances school students will receive 100% of Band 1- R1- L1.

Person in Charge Allowance

9. The Person in Charge Allowance in Part II at clause 14 has been amended to delete the reference to fixed term and casual employees not being eligible for the allowance.
10. All employees employed at PAHSMA are now eligible to receive this allowance if they are designated to undertake ‘in-charge’ duties.

Removal of General Stream Band 10 Classification

11. General Stream Band 10 classification has been removed from the classification structure of the award.
12. The following references to Band 10 in the Award have been removed at:
 - (i) Part III subclause 1(c)(iv)(4) -which previously referred to the work of Band 9 and Band 10 employees now only refers to Band 9 employees.
 - (ii) Part III clause 3 - by amending subclause (i) to incorporate the description applicable to Band 9 currently contained in subclause (j) "Differences between Band 9 and Band 10" and deleting subclause (j).
 - (iii) Part III clause 4 – by deleting the Band 10 descriptor in the General Stream Band Descriptors table.
 - (iv) Part III clause 8.2(d)(i) – to remove the reference to Band 10 in relation to broadbanding.
13. There are currently no employees classified at General Stream Band 10 in the Port Arthur Historic Site Management Authority Award.

Multi-Skilling of Employees

14. Part III clause 7 has been amended to expand its operation beyond the Tourism Operations Department to apply to all employees in PAHSMA who undertake duties at and above at a higher level.
15. Further a subclause (b) has been included to clarify that the salary for the Multi Skilling Allowance will be at the lowest salary point of the relevant higher Band classification where duties are undertaken at a higher level.

Coxswain Certificate Allowance

16. The Coxswain Certificate Allowance at Part IV, clause 6 has been standardised in line with the Tasmanian State Service Award and amended to remove the reference to pro rata payments applies for occasional use.

Span of Hours

17. The Span of Hours in Part VI, clause 1(e) has been amended to provide for day workers and rostered day workers, removing the application to different departments and standardising for all day workers rostered day workers.

18. Further the span of hours has been amended to provide as follows: (v) Day Workers who will work 6am to 7pm Monday to Friday (that was previously Conservation & Infrastructure Department 6.00am until -9.00pm Monday – Friday and Corporate Services Department 7.00am until 9.00pm Monday – Friday)
- (vi) Rostered Day Workers who will work 6am to midnight - (previously Tourism Operations Department 6.00am until 1.00am seven days a week except for; Bookings & Ticketing 7.00am until - 10.00pm, seven days a week and Cascades Female Factory Historic Site - 7.00am until 10.00pm, seven days a week).
19. The subclauses have been re-numbered from (a), (c), (e) to (a), (b), (c), with any references within the subclauses also updated.

...

[3] The parties consented to the variations. They submitted that the variations are in the public interest, do not disadvantage those employees covered by the Award and that there is consent of the affected parties to the variations.

[4] 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 pay period commencing on or after 11 May 2026.

[5] An order reflecting this decision is to follow.



Neroli Ellis
Acting President
Tasmanian Industrial Commission