



TASMANIAN INDUSTRIAL COMMISSION

CITATION: Variation of the Parks and Wildlife Service Industrial Agreement 2022
[2025] TASIC 25

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 59(2) application for variation of the Parks and Wildlife Service Industrial Agreement 2022

FILE NO: T15259 of 2025

HEARING DATE(S): Heard on the papers

HEARING LOCATION: Tasmanian Industrial Commission, Hobart

DATE REASONS ISSUED: 24 September 2025

MEMBER: President D J Barclay

CATCHWORDS: Industrial agreement – application approved - Special Allowance for eligible employees in identified regional and remote locations - effective date from 11 April 2025

REPRESENTATION:

Heard on the Papers

VARIATION OF THE PARKS AND WILDLIFE SERVICE INDUSTRIAL AGREEMENT 2022
[2025] TASIC 25

REASONS FOR DECISION

HOBART, 24 SEPTEMBER 2025

[1] On 23 September 2025, the Minister administering the State Service Act 2000 (MASSA) lodged with the Registrar, pursuant to Section 59(2) of the *Industrial Relations Act 1984* (the Act), an application for variation of the Parks and Wildlife Service Industrial Agreement 2022 (the Agreement).

[2] The Minister's submissions regarding the variation are as follows:

[3] "...

1. This application has arisen as a result of an agreement arising from a commitment in the Public Sector Union Wages Agreement 2022 for the Department of Natural Resources and Environment (NRE) Tasmania and the CPSU to consider payments for remote/isolated workers in certain field centres in the Parks and Wildlife Service (PWS) in NRE.
2. This Special Allowance recognises the challenges faced by these employees working in regional and remote locations and is intended to support the attraction and retention of valued employees and contribute positively to ongoing operations within the Parks and Wildlife Service in NRE.
3. The Special Allowance is effective from 11 April 2025 for new and existing employees, employed at or after the effective date. This recognises the date of Agreement between the parties following extensive discussions.
4. The period of operation of the PWS Agreement is from 1 January 2022 until 30 June 2024 this period is continued pursuant to the Industrial Relations Act 1984 that provides at s55(7) that Notwithstanding the expiry of the term of an industrial agreement, it continues in force in respect of all parties to the agreement except those who, pursuant to subsection (8) of (9), retire from the agreement.
5. Therefore, the PWS Agreement currently continues in force until the Agreement is replaced or cancelled and can be varied with the inclusion of this new Special Allowance with an effective date of 11 April 2025.
6. Clause 16.2 provides for three categories of locations for regional and remote locations for the special allowance, with each category receiving a different payment amount, depending on the specified location.
7. Clause 16.3 provides the eligibility criteria for the Special Allowance. Noting an eligible employee is a full time or part time employee of the Parks and Wildlife Service, appointed to and must be assigned duties in the identified regional and remote locations as a permanent, fixed-term, fixed-term casual or fixed-term seasonal employee.
8. The Special Allowance is separate to the District Allowance (provided by Part IV clause 1 of the Tasmanian State Service Award) as the Special Allowance is payable to employees who are assigned duties in the identified locations but who do not necessarily live in isolated areas (a requirement for eligibility to the District

Allowance). Noting that where an employee resides in the designated location and is assigned duties in that location, they may be entitled to both the District Allowance and Special Allowance.

9. The amount to be paid to eligible employees working in each category of location is provided at clause 16.4. This includes an amount per annum to be paid in fortnightly instalments:
 - Category 1 locations, would receive \$3500 per annum (pro rata);
 - Category 2 locations, would receive \$2000 per annum (pro rata); and
 - Category 3 locations would receive \$1000 per annum (pro rata).
10. Payments to eligible employees will be pro rata for part time employees, based on the proportion of full time hours for which they are appointed.
11. Employees on a fixed term, fixed-term casual or fixed-term seasonal employment basis receive a proportion of full time hours worked in the relevant pay period.
12. The payment of the Special Allowance is to be paid and calculated on a fortnightly basis.
13. Clause 16.5 provides an automatic adjustment mechanism, in that the Special Allowance will be automatically adjusted from the first full pay period on or after 1 July each year in accordance with the same percentage as the salary rate for the lowest level of the Band 4 General Stream classification for the Tasmania State Service Award has increased between 1 July in the preceding year and 30 June that year.
14. It is proposed that payments to eligible employees will be made on the first full pay period commencing on or after date of this variation.

...

[4] The clause is inserted as a new clause 16 and the current clause 16 Signatories is renumbered to Clause 17 and the index is to be read accordingly. This new clause is subject to and is to be read in conjunction with the Parks & Wildlife Industrial Agreement 2022.

[5] The parties submitted that the variations do not disadvantage those employees covered by the Agreement and that there was consent of the affected parties to the variations.

[6] I am satisfied that the variations do not disadvantage any employees covered by the Agreement, that there is genuine consent to the variations, and that the variations are in the public interest.

[7] Pursuant to s 59(2), the variations are approved and will come into force on 11 April 2025.

