



## TASMANIAN INDUSTRIAL COMMISSION

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**CITATION:** Variation of the Medical Practitioners (Tasmanian State Service) Awards  
[2026] TASIC 35

**PARTIES:**

Minister administering the State Service Act 2000

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

Tasmanian Salaried Medical Practitioners Society

Tasmanian Trades Labour Council

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

**FILE NO:** T15353 of 2026

**HEARING DATE(S):** 1 June 2026

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

**DATE REASONS ISSUED:** 22 June 2026

**MEMBER:** Acting President N M Ellis

**CATCHWORDS:** Award variation – application approved – salaries and related matters – hours of work – classification and related matters – operative from 11 May 2026 and 1 June 2026

**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.

Lara Giddings for the Tasmanian Salaried Medical Practitioners Society

## VARIATION OF THE MEDICAL PRACTITIONERS (TASMANIAN STATE SERVICE) AWARD [2026] TASIC 35

### REASONS FOR DECISION

HOBART, 22 JUNE 2026

[1] On 20 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 Medical Practitioners (Tasmanian State Service) Award (the Award).

[2] The Minister sought to vary the Awards by including in the Award "... the new and enhanced Tasmanian State Service (TSS) leave and conditions arising from the last round of Tasmanian State Service wage negotiations."

[3] As advised by the Minister on the registration of the State Service Agreements on 11 May 2026, the TSS standard leave and conditions would be varied as part of the changes.

[4] The Minister submitted that "The TSS Standard leave and conditions are part of the total package for the Agreements as part of our commitment to maintain a contemporary workforce and reflect practice, to address issues including recruitment, retention, and recognising our diverse workforce."

[5] The TSS leave and conditions as set out in the Ministers submissions include:

- Part V Clause 32  
New - Introduction of Right to Disconnect provisions.
- Part VII, Clause 41  
Update - Parental Leave clause - A reduction in the qualifying period for taking paid parental leave from 12 months to 40 weeks.
- Part VII, Subclause 42(i)  
Update - Personal Leave clause - Increasing the amount of personal leave that can be used for carers leave per year.
- Update – Personal Leave clause – introduce use of personal leave to attend medical appointments.
- Part VII Subclause 44(a)(ii)(2) and (3)  
Update – Definition of 'immediate family' - to include 'niece, nephew, aunt and uncle' in Personal Leave, Compassionate and Bereavement Leave and Family Violence Leave provisions.
- Update - Compassionate and Bereavement Leave clause – relaxation of the evidence requirements for Compassionate and Bereavement Leave.
- Part VII Subclause 45(d)  
Update – Management of Recreation Leave sub-clause – providing for employer to respond to recreation leave requests within 14 days.
- Part VII Subclause 52(b)(iv)(2), subclause 52(d), and subclause 52(k)  
Update - Family Violence Leave clause - increasing entitlement from 20 to 25

days per annum and clarification on the access to family violence for fixed-term casual employees.

- Part VII, Subclause 56(c)(i)(1), 56(c)(i)(2), 56(c)(vi) and 56(e)(ii)  
Update - Gender Affirmation Leave clause - clarification that leave does not have to be used within 52 weeks of first accessing the leave and ability to access 4 weeks continuous leave at half-pay over 8-weeks.
- Part VII, Clause 58  
New - Pregnancy Loss Leave clause - combining previous clauses in parental and bereavement leave dealing with pregnancy loss into a new single clause.
- Part VII, Clause 59  
New - Reproductive Leave clause (entitlement to 5-days leave per personal leave year, non-cumulative, and available pro rata for part-time employees).

**[6]** The parties to the Award, consented in writing and in person. 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.

**[7]** 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. Other than the variations to Part V Clause 32 - Right to Disconnect, Part VII Subclause 45(d) - Recreation Leave, and Part VII, Subclause 56(c)(i)(1), 56(c)(i)(2), 56(c)(vi) and 56(e)(ii) - Gender Affirmation Leave, the variations are approved from 11 May 2026.

**[8]** The variations to Part V Clause 32 - Right to Disconnect, Part VII Subclause 45(d) - Recreation Leave, and Part VII, Subclause 56(c)(i)(1), 56(c)(i)(2), 56(c)(vi) and 56(e)(ii) - Gender Affirmation Leave are approved from 1 June 2026.

**[9]** An order reflecting this decision will follow.



Neroli Ellis  
Acting President  
Tasmanian Industrial Commission