OFFICIAL

T 15330 of 2026

27 APR 2026
Tasmanian Industrial Commission

Industrial Relations Act 1984
s55 Industrial Agreement

PUBLIC SECTOR UNION WAGES AGREEMENT 2025

Between the

Minister administering the *State Service Act 2000*

and the

The Association of Professional Engineers, Scientists and Managers Australia

Australian Education Union, Tasmanian Branch

Australian Nursing and Midwifery Federation (Tasmanian Branch)

Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union

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

Health Services Union, Tasmania Branch

United Workers Union

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1 TITLE

This Agreement shall be known as the Public Sector Union Wages Agreement 2025.

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3 APPLICATION

This Agreement is made in respect of employees covered by the Tasmanian State Service Award (TSSA), and the Health and Human Services (Tasmanian State Service) Award excluding those employees covered by the Department of State Growth Engineers Industrial Agreement, Allied Health Professionals Public Sector Unions Wages Agreement, Radiation Therapists Agreement and Dental Officers Agreement as amended from time to time.

4 DATE AND PERIOD OF OPERATION

4.1 This Agreement cancels and replaces the Public Sector Union Wages Agreement 2022 which was registered on 23 December 2022.

4.2 This Agreement applies with effect from 1 July 2025 and will remain in force until 30 June 2028.

4.3 The parties agree to commence negotiations for a replacement agreement on or before 1 November 2027.

5 PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000* and Association of Professional Engineers, Scientists and Managers, Australia; the Australian Education Union, Tasmanian Branch; Australian Nursing and Midwifery Federation (Tasmania Branch); Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union; the Community

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and Public Sector Union (State Public Services Federation Tasmania) Inc; the Health Services Union, Tasmania Branch; and United Workers Union.

6 RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Tasmanian State Service Award, or the Health and Human Services (Tasmanian State Service) Award, or any registered Agreement with the Minister administering the *State Service Act 2000*.

7 SALARY INCREASES

7.1 Salaries will increase as follows:

(i) 3 percent per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2025.

(ii) 3 percent per annum with effect from the ffppcooa 1 December 2026.

(iii) 2.75 percent per annum with effect from the ffppcooa 1 September 2027.

7.2 All employees covered by this agreement whose substantive salary is at the top of classification General Stream Band 5 (TSSA) and below or equivalent to this, receive a flat rate $800 structural adjustment increase to base salaries effective ffppcooa 1 December 2025, to apply prior to the percentage increase outlined in Clause 7.1(i).

7.3 All employees covered by this agreement whose substantive salary is at classification General Stream Band 6 (TSSA) or equivalent to this, receive a flat rate $600 structural adjustment increase to base salaries effective ffppcooa 1 December 2025, to apply prior to the percentage increase outlined in Clause 7.1(i).

7.4 All employees covered by this agreement whose substantive salary is at classification General Stream Band 7 (TSSA) or General Stream Band 8 (TSSA) or equivalent to this, receive a flat rate $500 structural adjustment increase to base salaries effective ffppcooa 1 December 2025, to apply prior to the percentage increase outlined in Clause 7.1(i).

7.5 All employees covered by this agreement whose substantive salary is at the top of classification General Stream Band 5 (TSSA) and below or equivalent to this, receive a flat rate $800 structural adjustment increase to base salaries effective ffppcooa 1 December 2026, to apply prior to the percentage increase outlined in Clause 7.1(ii).

7.6 All employees covered by this agreement whose substantive salary is at classification General Stream Band 6 (TSSA) or equivalent to this, receive a flat rate $600 structural adjustment increase to base salaries

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effective ffppcooa 1 December 2026, to apply prior to the percentage increase outlined in Clause 7.1(ii).

7.7 All employees covered by this agreement whose substantive salary is at classification General Stream Band 7 (TSSA) or General Stream Band 8 (TSSA) or equivalent to this, receive a flat rate $500 structural adjustment increase to base salaries effective ffppcooa 1 December 2026, to apply prior to the percentage increase outlined in Clause 7.1(ii).

7.8 Schedule 1, 2 & 5 of this Agreement sets out the annual rates of pay effective ffppcooa 1 December 2025, ffppcooa 1 December 2026, and ffppcooa 1 September 2027.

7.9 Schedule 3, 4 & 6 of this Agreement set out the annual rates of pay effective ffppcooa 1 December 2025, ffppcooa 1 December 2026 and ffppcooa 1 September 2027 for employees participating in the Purchased Leave Scheme.

8 SALARY SACRIFICE

8.1 Employees may elect to salary sacrifice a portion of their salary for the following purposes, subject to compliance with any Tasmanian or Australian Government directive and legislation:

(i) Novated Motor Vehicle Lease

(ii) Airport Lounge Membership

(iii) Eligible Work-Related Item (tools of trade)

(iv) Home Office Expenses

(v) Interest Only Investment Loan

(vi) Portable Electronic Devices – Mobile Phones and Accounts

(vii) Self-Education Expenses

(viii) Remote Area Housing Benefits

(ix) Remote Area Housing Rent

(x) Remote Area Loan Interest

8.2 Salary sacrifice arrangements are to be administered by one or more organisations nominated by the employer following consultation with unions and in compliance with relevant tax legislation.

(i) All fringe benefits tax, other liabilities, and/or direct administrative costs incurred by a salary sacrifice arrangement under this clause is the employee's responsibility and does not create any employer liability.

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(ii) The salary payable to an employee who enters into a salary sacrifice arrangement is the salary payable under that arrangement.

(iii) Payment of an accrued leave entitlement, or in lieu of notice, made to an employee who ceases employment and employer and employee superannuation contributions and overtime and penalty rates are based on the salary that would have been payable had the salary sacrifice agreement not existed.

(iv) An employee who withdraws from a salary sacrifice arrangement is required to comply with the requirements of the administrator of that arrangement.

(v) In the event of a change in service providers, items listed at clause 8.1 will be subject to review.

9 PERSONAL LEAVE ACCUMULATION SCHEME

9.1 The personal leave accumulation scheme only applies to employees covered by the scope of the Tasmanian State Service Award (TSSA).

9.2 A full time employee covered by the personal leave accumulation scheme is entitled to 147 hours (or 152 hours for employees working a 38 hour week) of personal leave in each personal year. A part time employee is entitled to personal leave in direct proportion to the number of hours worked compared to a full time employee.

9.3 Personal leave for a full time employee accrues at a rate of 5.65 hours (5.85 hours for an employee working a 38 hour week) for each completed fortnight of service. Any personal leave not used in any personal leave year is added to the following year's accrual to a maximum accrual of 1911 hours (or 1976 hours for employees working a 38 hour week).

9.4 The provision is an alternate to the triennium scheme as detailed in TSSA Part VIII, Clause 3(d) and applies to all new employees from 1 March 2014, including fixed term employees. Fixed term employees employed from 1 March 2014 will not be able to transfer into the triennium scheme as detailed in TSSA Part VIII, Clause 3(d).

9.5 Existing employees as at 1 March 2014 may elect to transfer from the triennium entitlement as detailed in TSSA Part VIII, Clause 3(d) to the accumulation scheme.

9.6 An election to transfer may be made from 1 March 2014 with a date of effect from 1 July 2014 will have a date of effect of 4 weeks after the application is made.

9.7 An employee who makes an election to transfer their entitlement from the triennium scheme is to have their personal leave balance recalculated by multiplying their full time equivalent years of service

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with the accumulated leave scheme annual entitlement (147 hours), less all personal leave used during their service and up to the date of transfer. This will become their new personal leave balance.

9.8 Once a new employee has been assigned to the accumulation scheme or an existing employee has elected to transfer to the accumulation scheme they cannot revert back to the triennium scheme.

9.9 Other than the method of accrual of personal leave, all other provisions of the TSSA Part VIII, Clause 3 continue to apply.

10 DAY WORKER – CHRISTMAS CLOSE DOWN DAYS

10.1 Notwithstanding Part VIII Clause 5(a)(vii) of the Tasmanian State Service Award and Part IX Clause 5(a)(iv) of the Health and Human Services Award, where a Head of Agency determines to close an Agency or part of an Agency for the period commencing from Christmas Day and ending on New Year's Day including days that are not State Service Holidays with Pay, day workers who work in that Agency or parts of that Agency that are closed will be entitled to three (3) Christmas close down days with pay to cover those usual working days without deduction from recreation leave.

10.2 Where a day worker entitled to the Christmas close down days is directed to attend work on any of those three (3) Christmas close down days, they will have access to the Christmas close down days worked up until 30 June following that Christmas period. Any Christmas close down day/s not taken before 30 June of that year will be forfeited.

10.3 Where a day worker is entitled to Christmas close down days in accordance with Clause 10.2 the day/s are to be taken at a time or times mutually agreed between the employee and the employer. The employer will not unreasonably deny an employee an opportunity to access these days.

10.4 The rate of salary paid to an employee directed to work on a Christmas close down day will be the normal rate of salary the employee would have received for the ordinary hours of work during the relevant period.

10.5 For those employees covered by the Health and Human Services Award who are entitled to leave loading on recreation leave, no recreation leave loading is payable on the Christmas close down days.

10.6 Part-time employees entitled to Christmas close down day/s will only be paid for the days they would normally work during the period from Christmas Day and ending on New Year's Day.

10.7 Employees eligible for Christmas close down days who are on a period of unpaid or paid leave (other than recreation leave) and who would not otherwise be at work will not be eligible for Christmas close down days.

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10.8 Christmas close down days do not accrue and any days not accessed in accordance with Clause 10.2 are not eligible to be paid out on cessation of employment.

10.9 Heads of Agency are to determine by 1 November of the relevant year whether the Agency or parts of the Agency are to be closed for the period commencing from Christmas Day and ending on New Year's Day. This determination will be communicated to employees by 1 November each year. Where the determination by the Head of Agency for an Agency or part of an Agency is different from the determination made in the previous year, the Head of Agency will provide reasons why the determination has changed.

10.10 This clause is subject to review over the life of the Agreement.

11 SHIFT WORKER – CHRISTMAS TO NEW YEAR PAYMENT (NON-HOLIDAYS WITH PAY)

11.1 A shift worker up to the equivalent of the top of General Stream Band 4 (HAHSA and TSSA) who is rostered to work on the weekdays/ (non-Holidays with Pay) between the period commencing from Christmas Day and ending on New Year's Day is to be paid time and one half for those days worked.

11.2 This clause is subject to review over the life of the Agreement.

12 PERSONAL IMPACT DAYS

12.1 The purpose of this clause is to support employees to manage the risks and impacts of cumulative and/or regular exposure to vicarious trauma associated with the nature of the duties undertaken which may include (but is not limited to) exposure to deceased persons, animal neglect or cruelty, violent offenders, traumatised children and families, and related material and/or case notes.

12.2 The days enable an employee to have time away from the workplace when needed to assist in the management of psychological and/or physical impacts.

12.3 Employees may apply for up to five Personal Impact Days in the first year of service and in each subsequent year thereafter.

12.4 Personal Impact Days are not cumulative, are not paid out on separation, and are pro-rata for part-time employees.

12.5 To access the days, an employee is to have a discussion with their manager about their application and whether there are other appropriate provisions and support that may be able to be provided to the employee through the workplace, which may include a referral to additional well-being supports.

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12.6 Where requested by an employee, a nominated Human Resources representative may liaise with the employee's supervisor/ manager about their application and appropriate provisions and support.

12.7 Where an employee is applying in advance for a personal impact day(s), notice is to be provided to the employer at the earliest reasonable opportunity.

12.8 Where possible, applications will be considered on a case-by-case basis subject to the ongoing provision of services and operational requirements but will not be unreasonably refused.

12.9 Personal Impact days are paid at the employee's normal salary rate.

12.10 Personal Impact days are effective from date of registration of this Agreement.

13 SCHOOL ADMINISTRATION STUDENT CARE ALLOWANCE – TRIAL

13.1 The purpose of this clause is to recognise the additional and cumulative care involved in providing student care in addition to school administration duties, which may include first aid room supervision, distribution of ice packs, and following up head contact/concussion risks.

13.2 An employee who is required as part of their school administration role to manage and provide student care and supervision and who is the nominated contact per subclause 13.4will be paid at the rate of $43.21 per week (pro rata), during term time only.

13.3 This allowance is payable commencing from ffppcooa the date of registration of this Agreement.

13.4 One employee (or equivalent to 1 FTE) per school may be nominated as the key contact, to manage student care arrangements and provide student care.

13.5 A 12-month trial of the Student Care Allowance is to be implemented.

13.6 The trial will commence at the beginning of term 3 2026 and cease at the end of term 2 2027.

13.7 This program will be reviewed by the parties after 9 months of operation and include an assessment of the time involved in managing student care, any impacts on school administration duties and identify where activities are already part of school administration duties.

14 HARD TO STAFF SCHOOLS INCENTIVES FOR SCHOOL SUPPORT STAFF – TRIAL

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14.1 A trial is to be implemented that provides that School Support staff who are assigned to the Jordan River Schools will be paid the Hard to Staff School Incentive of $2,000 per annum (pro rata).

14.2 Eligible employees will be entitled to the payment of the first instalment of $500 (pro rata) as at the first full pay period commencing on or after (ffppcooa) six weeks after the commencement of Term I, 2027.

14.3 Eligible Employees will be entitled to the payment of the second instalment of $1500 (pro rata) as at the ffppcooa six weeks after the commencement of Term 3, 2027.

14.4 To receive an incentive payment an Eligible Employee must be assigned to one of the schools listed under 14.5 at the time the payment is due.

14.5 The incentive payments will apply to School Support Staff who are assigned duties at:

(i) Jordan River Learning Federation - Secondary School;

(ii) Jordan River Learning Federation – Gagebrook Primary School;

(iii) Jordan River Learning Federation – East Derwent Primary School; and

(iv) Jordan River Learning Federation – Herdsman's Cove Primary.

14.6 This incentive payment will be reviewed after 9 months of implementation to inform the future of the incentives continuing beyond the 12-month trial period.

14.7 The review will examine any recruitment or workforce shortage issues, if the incentive had an impact of staffing levels, and the efficacy of the pilot including an assessment of outcomes in comparison to other schools that may be considered hard to staff. The review will make recommendations to inform future position and the relationship to work being undertaken with the emerging Teacher Assistant Workforce Strategy and the Violence in Schools Action Plan.

15 REMOVAL OF BAND 10 FROM GENERAL STREAM CLASSIFICATION STRUCTURE

15.1 Effective from ffppcooa 1 December 2025, the parties agree to the removal of the Band 10 classification from the General Stream Classification structure as provided for within Part III – 'Classification and Related Matters' of the Tasmanian State Service Award, and Health and Human Services Award, respectively.

15.2 The parties agree that relevant variation to the Awards will be undertaken during the life of this Agreement.

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16 HIGHER DUTIES ALLOWANCE –PAYMENT FOR ONE DAY OR MORE IN EXCEPTIONAL CIRCUMSTANCES

16.1 Notwithstanding the provisions of Part II clause 11(a), Higher Duties Allowance of the Tasmanian State Service Award, and Part II clause 12(a), Higher Duties Allowance of the Health and Human Services Award, an employee is entitled to a Higher Duties Allowance when, in the exceptional circumstances described in Clause 16.2, the employee is directed to perform duties that are classified higher than the employee's substantive band for a period of one or more days.

16.2 For the purpose of Clause 16.1, the 'exceptional circumstances' are where the employee is directed to perform:

(i) Duties of a significant role which require the exercise of delegated authority; or

(ii) Duties required to be undertaken with limited supervision due to an Emergency, as defined in the Emergency Management Act 2006; or

(iii) Duties of a key operational role required by the agency.

16.3 Nothing in this clause prevents the payment of a Higher Duties Allowance for a period of more than one day where the circumstances in clauses 16.1 and 16.2 apply. Noting that for periods of 5 or more days the Award provisions would apply without the limitations in clauses 16.1 and 16.2.

16.4 It is the intention of the parties to this Agreement to review this clause over the life of the Agreement.

16.5 This clause is effective from the ffppcooa the date of registration of this Agreement.

17 MORE RESPONSIBLE DUTIES ALLOWANCE – ELIGIBILITY UNDER EXCEPTIONAL CIRCUMSTANCES

17.1 Notwithstanding the provisions of Part II clause 12(a), More Responsible Duties Allowance of the Tasmanian State Service Award, and Part II clause 13(a), More Responsible Duties Allowance of the Health and Human Services Award, an employee is entitled to a More Responsible Duties Allowance when, in the exceptional circumstances described in Clause 17.2, the employee is directed to perform duties that are classified higher than the employee's substantive band for a period of one or more days.

17.2 For the purpose of clause 17.1, the 'exceptional circumstances' are where the employee is directed to perform:

(i) Duties of a significant role which require the exercise of delegated authority; or

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(ii) Duties required to be undertaken with limited supervision due to an Emergency, as defined in the Emergency Management Act 2006; or

(iii) Duties of a key operational role required by the agency.

17.3 Nothing in this clause prevents the payment of a More Responsible Duties Allowance for a period of more than one day where the circumstances in clauses 17.1 and 17.2 apply. Noting that for periods of 5 or more days the Award provisions would apply without the limitations in clauses 17.1 and 17.2.

17.4 This clause is effective from the ffppcooa the date of registration of this Agreement.

18 REGISTERED TRADES ALLOWANCE – DOH

18.1 Effective from ffppcooa registration of this Agreement, an employee working in the Department of Health who holds and maintains a current trade licence or registration with Consumer, Building and Occupational Services (CBOS) in one or more of the following trades:

(i) Carpenter/Builder (Building Practitioner)

(ii) Electrician (Electrical Practitioner)

(iii) Civil, structural, mechanical or electrical engineers (Registered Engineer)

(iv) Plumber/Gas-Fitter (Plumbing/Gas Practitioner Licensing)

is eligible for the Registered Trade Allowance.

18.2 An employee who qualifies for the registered trades allowance pursuant to clause 18.1 will receive a payment of $500 per annum.

18.3 Payment of the registered trades allowance is subject to the employee providing evidence satisfactory to the employer that the trade licence or registration has been maintained for the relevant period, including:

(i) Proof of registration or licence renewal; and

(ii) Any other evidence as required

18.4 This allowance does not apply where the licence or registration is voluntarily maintained by the employee for purposes outside the scope of the duties of their position.

19 CANCER COMPOUNDING ALLOWANCE – PHARMACY TECHNICIANS (DOH)

19.1 An allowance of $5.00 per hour is payable to trained and credentialled Pharmacy Technicians who are rostered or directed to undertake sterile compounding duties in the Department of Health.

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19.2 Where a Pharmacy Technician is required by the DOH to use specialist skills associated with sterile compounding for part of any shift the Cancer Compounding Allowance is payable for the entirety of the shift.

19.3 Entitlement to the cancer compounding allowance as per clause 19.1 is contingent upon the employee maintaining currency of their credentials for sterile compounding duties.

19.4 In the interest of fairness and consistency of application, this allowance is not be payable in conjunction with a More Responsible Duties Allowance or Mixed Functions Allowance for this purpose.

19.5 The Cancer Compounding Allowance in part seeks to compensate for the requirement of staff to work in sterile conditions and wear Personal Protective Equipment (PPE) and therefore cannot be claimed in conjunction with the PPE Allowance in this Agreement.

19.6 Where an employee is required to undertake periods of 'availability' for the purpose of sterile compounding duties, the Cancer Compounding Allowance shall only be payable in the event of the employee being recalled as per the terms of Part VII clause 7(c) of the Health and Human Services Award.

19.7 This clause is effective from ffppcooa the date of registration of this Agreement.

20 MERSEY COMMUNITY HOSPITAL ATTENDANTS – CASTING ALLOWANCE - DOH

20.1 An allowance of $4.94 per hour is payable to employees appointed to the role of Hospital Attendants within Mersey Community Hospital when they are required by the Department of Health (DOH) to perform skills associated with the regular duties of a Cast Technician.

20.2 For the purposes of clause 20.1 duties include but are not limited to:

(i) Fitting of Controlled Ankle Motion boots (i.e. 'Moon Boots')

(ii) Fitting of various splints (i.e. Zimmer, Wrist, Finger etc.)

(iii) Plaster casting of any kind

(iv) Plaster cast reduction (i.e. removal)

20.3 Where an employee is required by DoH to perform specialist skills associated with the duties of a Cast Technician (as described) for part of any given shift the Casting Allowance will be payable for the full rostered shift.

20.4 Entitlement to the Casting Allowance is contingent upon applicable employees' holding of relevant qualifications for the described duties, as determined by the employer.

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20.5 The Casting Allowance is not to be applied in circumstances where an employee is in receipt of a Mixed Functions Allowance in relation to undertaking of the same duties.

20.6 This clause is effective from the ffppcooa the date of registration of this Agreement.

21 NON-EMERGENCY PATIENT TRANSPORT SERVICES – BARIATRIC ALLOWANCE - DOH

21.1 An allowance of $4.30 per hour is payable to employees performing duties within Non-Emergency Patient Transport Services (NEPTS) when they are rostered by DoH to use specialist skills associated with the transportation of bariatric patients (as determined by the DoH).

21.2 Where an employee is required by the DoH to use specialist skills associated with the transportation of bariatric patients for part of any shift the Bariatric Allowance will be payable for the entirety of the shift.

21.3 The Bariatric Allowance is only payable to employees' who have successfully completed an approved program with appropriate certification, as determined by the employer.

21.4 This clause is effective from the ffppcooa the date of registration of this Agreement.

22 PERSONAL PROTECTIVE EQUIPMENT (PPE) ALLOWANCE – N95/P2 MASK WEARING – DOH AND DNRET

22.1 An employee working in the Department of Health or the Department of Natural Resources and Environment Tasmania who is required by the employer to wear an N95/P2 mask for a period of four (4) hours or more is to be paid an allowance of $2.98 per hour or part thereof for each hour the requirement to wear the N95/P2 mask continues during the shift.

22.2 This clause is effective from the ffppcooa the date of registration of this Agreement.

23 HIGHER DUTIES ALLOWANCE WHEN APPOINTED TO AIIMS – DNRET

23.1 An employee working in the Department of Natural Resources and Environment Tasmania, (NRE) who is AIIMS trained and directed to perform a role within the Australasian Inter-service Incident Management System (AIIMS) structure when an internal incident management response is stood up at a higher level than their substantive classification, is to be paid Higher Duties Allowance (HDA) for a period of one day or more.

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23.2 The HDA under clause 23.1 is not applicable to employees engaged through interoperability arrangements.

23.3 This clause is effective from the ffppcooa the date of registration of this Agreement.

24 ADJUSTMENT OF WAGE RELATED ALLOWANCES

Unless specified separately in this Agreement, all the monetary allowances in this Agreement will be automatically adjusted upward from ffppcooa 1 July each year by the same percentage as the salary rate for lowest level of the General Stream Band 4 classification in Schedule 1 increases between 1 July in the preceding year and 30 June of that year.

25 GRIEVANCES AND DISPUTE SETTLING PROCEDURE

25.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.

25.2 If a grievance or dispute arise about the application of this Agreement:

(i) In the first instance, it is to be dealt with at the workplace by appropriate employer and employee representatives;

(ii) In circumstances where discussions at that level fail to resolve the grievance or dispute, the issue will be referred to appropriate union and management representatives; and

(iii) If still unresolved, the matter will be referred to the Tasmanian Industrial Commission.

25.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.

25.4 This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance either under the *State Service Act 2000* or the *Industrial Relations Act 1984*, or any other relevant legislation.

26 NO EXTRA CLAIMS

The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salary or conditions of employment.

SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the State Service Act 2000

Signed:..... .....

Name: .....Jane Fitton.....

Date: ..... 27 April 2026.....

SIGNED FOR AND ON BEHALF OF

The Association of Professional Engineers, Scientists and Managers Australia

Signed:.....

Name: .....Paul Inglis.....

Date: .....27/04/2026.....

SIGNED FOR AND ON BEHALF OF

Australian Education Union, Tasmanian Branch

Signed:..... .....

Name: .....David Genford.....

Date: .....27/04/26.....

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11/05/2026

SIGNED FOR AND ON BEHALF OF

Australian Nursing and Midwifery Federation (Tasmanian Branch)

Signed:.....

Name: Emily Shepherd

Date: 24/04/2026

SIGNED FOR AND ON BEHALF OF

Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union

Signed:..... .....

Name: .....Jacob Batt.....

Date: .....27/04/2016.....

SIGNED FOR AND ON BEHALF OF

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

Signed:.....

Name: Natalie Jones

Date: 27 April 2026

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11/05/2026

SIGNED FOR AND ON BEHALF OF
Health Services Union, Tasmania Branch

Signed:..... .....

Name: Robbie Moore.....

Date: 24 April 2026.....

SIGNED FOR AND ON BEHALF OF
United Workers Union

Signed:.....
.....

Name: Lyndal Ryan

Date: .....24 April 2026.....

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11/05/2026

SCHEDULE 1 – SALARIES FOR TASMANIAN STATE SERVICE AWARD

General Stream Salaries

TSSA General Stream Classification	Salary effective ffppcooa 1 Dec 2024	Structural Adjustment effective ffppcooa 1 Dec 2025	Base effective ffppcooa 1 Dec 2025	Base + 3% increase effective ffppcooa 1 Dec 2025	Structural Adjustment effective ffppcooa 1 Dec 2026	Base effective ffppcooa 1 Dec 2026	Base + 3% increase effective ffppcooa 1 Dec 2026	2.75% increase effective ffppcooa 1 Sep 2027
B1-R1-1	$53,196	$800	$53,996	$55,616	$800	$56,416	$58,108	$59,706
B1-R1-3	$56,773	$800	$57,573	$59,300	$800	$60,100	$61,903	$63,606
B1-R2-2	$60,339	$800	$61,139	$62,973	$800	$63,773	$65,686	$67,493
B1-R2-4	$63,695	$800	$64,495	$66,430	$800	$67,230	$69,247	$71,151
B1-R2-5	$64,583	$800	$65,383	$67,344	$800	$68,144	$70,189	$72,119
PROMOTION								
B2-R1-2	$66,766	$800	$67,566	$69,593	$800	$70,393	$72,505	$74,499
B2-R1-3	$67,962	$800	$68,762	$70,825	$800	$71,625	$73,774	$75,802
B2-R1-4	$69,214	$800	$70,014	$72,114	$800	$72,914	$75,102	$77,167
B2-R1-5	$70,858	$800	$71,658	$73,808	$800	$74,608	$76,846	$78,959
B2-R1-6	$71,857	$800	$72,657	$74,837	$800	$75,637	$77,906	$80,048
PROMOTION								
B3-R1-2	$74,783	$800	$75,583	$77,850	$800	$78,650	$81,010	$83,238
B3-R1-3	$76,245	$800	$77,045	$79,356	$800	$80,156	$82,561	$84,831
B3-R1-4	$77,685	$800	$78,485	$80,840	$800	$81,640	$84,089	$86,401
B3-R1-5	$79,661	$800	$80,461	$82,875	$800	$83,675	$86,185	$88,555
B3-R1-6	$80,835	$800	$81,635	$84,084	$800	$84,884	$87,431	$89,835
PROMOTION								
B4-R1-2	$83,011	$800	$83,811	$86,325	$800	$87,125	$89,739	$92,207
B4-R1-3	$85,143	$800	$85,943	$88,521	$800	$89,321	$92,001	$94,531
B4-R1-4	$87,396	$800	$88,196	$90,842	$800	$91,642	$94,391	$96,987
ADVANCED ASSESSMENT POINT								
B4-R2-2	$88,853	$800	$89,653	$92,343	$800	$93,143	$95,937	$98,575
B4-R2-3	$91,134	$800	$91,934	$94,692	$800	$95,492	$98,357	$101,062
B4-R2-4	$94,145	$800	$94,945	$97,793	$800	$98,593	$101,551	$104,344
B4-R2-5	$95,547	$800	$96,347	$99,237	$800	$100,037	$103,039	$105,872
PROMOTION								
B5-R1-2	$99,482	$800	$100,282	$103,290	$800	$104,090	$107,213	$110,162
B5-R1-3	$101,969	$800	$102,769	$105,852	$800	$106,652	$109,852	$112,873
ADVANCED ASSESSMENT POINT								
B5-R2-1	$103,412	$800	$104,212	$107,338	$800	$108,138	$111,383	$114,446
B5-R2-2	$104,352	$800	$105,152	$108,307	$800	$109,107	$112,380	$115,470
PROMOTION								
B6-R1-2	$109,099	$600	$109,699	$112,990	$600	$113,590	$116,998	$120,215
B6-R1-3	$111,259	$600	$111,859	$115,215	$600	$115,815	$119,289	$122,570
B6-R1-4	$114,857	$600	$115,457	$118,921	$600	$119,521	$123,106	$126,492
ADVANCED ASSESSMENT POINT								
B6-R2-2	$117,755	$600	$118,355	$121,906	$600	$122,506	$126,181	$129,651
B6-R2-3	$119,809	$600	$120,409	$124,021	$600	$124,621	$128,360	$131,890
B6-R2-4	$121,851	$600	$122,451	$126,125	$600	$126,725	$130,526	$134,116
B6-R2-5	$123,395	$600	$123,995	$127,715	$600	$128,315	$132,164	$135,799
PROMOTION								
B7-R1-2	$129,302	$500	$129,802	$133,696	$500	$134,196	$138,222	$142,023
B7-R1-3	$131,865	$500	$132,365	$136,336	$500	$136,836	$140,941	$144,817
ADVANCED ASSESSMENT POINT								

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TSSA General Stream Classification	Salary effective ffppcooa 1 Dec 2024	Structural Adjustment effective ffppcooa 1 Dec 2025	Base effective ffppcooa 1 Dec 2025	Base + 3% increase effective ffppcooa 1 Dec 2025	Structural Adjustment effective ffppcooa 1 Dec 2026	Base effective ffppcooa 1 Dec 2026	Base + 3% increase effective ffppcooa 1 Dec 2026	2.75% increase effective ffppcooa 1 Sep 2027
B7-R2-2	$134,481	$500	$134,981	$139,030	$500	$139,530	$143,716	$147,669
B7-R2-3	$136,089	$500	$136,589	$140,687	$500	$141,187	$145,422	$149,421
PROMOTION								
B8-R1-2	$140,703	$500	$141,203	$145,439	$500	$145,939	$150,317	$154,451
B8-R1-3	$143,497	$500	$143,997	$148,317	$500	$148,817	$153,281	$157,497
ADVANCED ASSESSMENT POINT								
B8-R2-2	$148,523	$500	$149,023	$153,494	$500	$153,994	$158,614	$162,975
B8-R2-3	$150,200	$500	$150,700	$155,221	$500	$155,721	$160,393	$164,803
PROMOTION								
B9-R1-2	$170,409		$170,409	$175,521		$175,521	$180,787	$185,759
B9-R1-3	$178,469		$178,469	$183,823		$183,823	$189,338	$194,545
B9-R1-4	$186,533		$186,533	$192,129		$192,129	$197,893	$203,335
B9-R1-5	$188,400		$188,400	$194,052		$194,052	$199,874	$205,370
PROMOTION								
B10-R1-2	$200,787	Removed						
B10-R1-3	$210,296	Removed						
B10-R1-4	$219,805	Removed						
B10-R1-5	$221,838	Removed						

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Professional Stream Salaries

Professional Stream Salaries	Salary effective ffppcooa 1 Dec 2024	Structural Adjustment effective ffppcooa 1 Dec 2025	Base effective ffppcooa 1 Dec 2025	Base + 3% increase effective ffppcooa 1 Dec 2025	Structural Adjustment effective ffppcooa 1 Dec 2026	Base effective ffppcooa 1 Dec 2026	Base + 3% increase effective ffppcooa 1 Dec 2026	2.75% increase effective ffppcooa 1 Sep 2027
P1-R1-2	$76,245	$800	$77,045	$79,356	$800	$80,156	$82,561	$84,831
P1-R1-3	$81,549	$800	$82,349	$84,819	$800	$85,619	$88,188	$90,613
P1-R1-4	$85,143	$800	$85,943	$88,521	$800	$89,321	$92,001	$94,531
P1-R1-5	$88,853	$800	$89,653	$92,343	$800	$93,143	$95,937	$98,575
P1-R1-6	$94,145	$800	$94,945	$97,793	$800	$98,593	$101,551	$104,344
P1-R1-7	$97,554	$800	$98,354	$101,305	$800	$102,105	$105,168	$108,060
ADVANCED ASSESSMENT POINT								
P2-R1-1	$101,969	$800	$102,769	$105,852	$800	$106,652	$109,852	$112,873
P2-R1-2	$106,217	$800	$107,017	$110,228	$800	$111,028	$114,358	$117,503
P2-R1-3	$111,259	$600	$111,859	$115,215	$600	$115,815	$119,289	$122,570
P2-R1-4	$114,857	$600	$115,457	$118,921	$600	$119,521	$123,106	$126,492
P2-R1-5	$117,755	$600	$118,355	$121,906	$600	$122,506	$126,181	$129,651
P2-R1-6	$119,809	$600	$120,409	$124,021	$600	$124,621	$128,360	$131,890
ADVANCED ASSESSMENT POINT								
P2-R2-1	$121,851	$600	$122,451	$126,125	$600	$126,725	$130,526	$134,116
P2-R2-2	$123,395	$600	$123,995	$127,715	$600	$128,315	$132,164	$135,799
PROMOTION								
P3-R1-2	$129,302	$500	$129,802	$133,696	$500	$134,196	$138,222	$142,023
P3-R1-3	$131,865	$500	$132,365	$136,336	$500	$136,836	$140,941	$144,817
ADVANCED ASSESSMENT POINT								
P3-R2-2	$134,481	$500	$134,981	$139,030	$500	$139,530	$143,716	$147,669
P3-R2-3	$136,089	$500	$136,589	$140,687	$500	$141,187	$145,422	$149,421
PROMOTION								
P4-R1-2	$140,703	$500	$141,203	$145,439	$500	$145,939	$150,317	$154,451
P4-R1-3	$143,497	$500	$143,997	$148,317	$500	$148,817	$153,281	$157,497
ADVANCED ASSESSMENT POINT								
P4-R2-2	$148,523	$500	$149,023	$153,494	$500	$153,994	$158,614	$162,975
P4-R2-3	$150,200	$500	$150,700	$155,221	$500	$155,721	$160,393	$164,803
PROMOTION								
P5-R1-2	$170,409		$170,409	$175,521		$175,521	$180,787	$185,759
P5-R1-3	$178,469		$178,469	$183,823		$183,823	$189,338	$194,545
P5-R1-4	$186,533		$186,533	$192,129		$192,129	$197,893	$203,335
P5-R1-5	$188,400		$188,400	$194,052		$194,052	$199,874	$205,370
PROMOTION								
P6-R1-2	$200,787		$200,787	$206,811		$206,811	$213,015	$218,873
P6-R1-3	$210,296		$210,296	$216,605		$216,605	$223,103	$229,238
P6-R1-4	$219,805		$219,805	$226,399		$226,399	$233,191	$239,604
P6-R1-5	$221,838		$221,838	$228,493		$228,493	$235,348	$241,820

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SCHEDULE 2 – SALARIES FOR HEALTH AND HUMAN SERVICES AWARD

General Stream Salaries

HAHSA General Stream Classification	Salary effective ffppcooa 1 Dec 2024	Structural Adjustment effective ffppcooa 1 Dec 2025	Base effective ffppcooa 1 Dec 2025	Base + 3% increase effective ffppcooa 1 Dec 2025	Structural Adjustment effective ffppcooa 1 Dec 2026	Base effective ffppcooa 1 Dec 2026	Base + 3% increase effective ffppcooa 1 Dec 2026	2.75% increase effective ffppcooa 1 Sep 2027
B1-R1-1	$52,780	$800	$53,580	$55,187	$800	$55,987	$57,667	$59,253
B1- R1-3	$56,305	$800	$57,105	$58,818	$800	$59,618	$61,407	$63,095
B1-R2-2	$59,828	$800	$60,628	$62,447	$800	$63,247	$65,144	$66,936
B1-R2-4	$63,066	$800	$63,866	$65,782	$800	$66,582	$68,579	$70,465
B1-R2-5	$63,943	$800	$64,743	$66,685	$800	$67,485	$69,510	$71,421
PROMOTION								
B2-R1-2	$66,049	$800	$66,849	$68,854	$800	$69,654	$71,744	$73,717
B2-R1-3	$67,193	$800	$67,993	$70,033	$800	$70,833	$72,958	$74,964
B2-R1-4	$68,400	$800	$69,200	$71,276	$800	$72,076	$74,238	$76,280
B2-R1-5	$70,006	$800	$70,806	$72,930	$800	$73,730	$75,942	$78,030
B2-R1-6	$70,993	$800	$71,793	$73,947	$800	$74,747	$76,989	$79,106
PROMOTION								
B3-R1-2	$73,811	$800	$74,611	$76,849	$800	$77,649	$79,979	$82,178
B3-R1-3	$75,249	$800	$76,049	$78,330	$800	$79,130	$81,504	$83,746
B3-R1-4	$76,672	$800	$77,472	$79,796	$800	$80,596	$83,014	$85,297
B3-R1-5	$78,620	$800	$79,420	$81,803	$800	$82,603	$85,081	$87,420
B3-R1-6	$79,779	$800	$80,579	$82,996	$800	$83,796	$86,310	$88,684
PROMOTION								
B4-R1-2	$81,915	$800	$82,715	$85,196	$800	$85,996	$88,576	$91,012
B4-R1-3	$84,020	$800	$84,820	$87,365	$800	$88,165	$90,810	$93,307
B4-R1-4	$86,248	$800	$87,048	$89,659	$800	$90,459	$93,173	$95,735
ADVANCED ASSESSMENT POINT								
B4-R2-2	$87,689	$800	$88,489	$91,144	$800	$91,944	$94,702	$97,306
B4-R2-3	$89,941	$800	$90,741	$93,463	$800	$94,263	$97,091	$99,761
B4-R2-4	$92,882	$800	$93,682	$96,492	$800	$97,292	$100,211	$102,967
B4-R2-5	$94,263	$800	$95,063	$97,915	$800	$98,715	$101,676	$104,472
PROMOTION								
B5-R1-2	$98,255	$800	$99,055	$102,027	$800	$102,827	$105,911	$108,824
B5-R1-3	$100,693	$800	$101,493	$104,538	$800	$105,338	$108,498	$111,482
ADVANCED ASSESSMENT POINT								
B5-R2-1	$102,130	$800	$102,930	$106,018	$800	$106,818	$110,022	$113,048
B5-R2-2	$103,069	$800	$103,869	$106,985	$800	$107,785	$111,019	$114,072
PROMOTION								
B6-R1-2	$107,899	$600	$108,499	$111,754	$600	$112,354	$115,725	$118,907
B6-R1-3	$110,034	$600	$110,634	$113,953	$600	$114,553	$117,990	$121,234
B6-R1-4	$113,661	$600	$114,261	$117,689	$600	$118,289	$121,837	$125,188
ADVANCED ASSESSMENT POINT								
B6-R2-2	$116,549	$600	$117,149	$120,663	$600	$121,263	$124,901	$128,336
B6-R2-3	$118,637	$600	$119,237	$122,814	$600	$123,414	$127,117	$130,612
B6-R2-4	$120,755	$600	$121,355	$124,996	$600	$125,596	$129,364	$132,921
B6-R2-5	$122,292	$600	$122,892	$126,579	$600	$127,179	$130,994	$134,596
PROMOTION								
B7-R1-2	$128,102	$500	$128,602	$132,460	$500	$132,960	$136,949	$140,715
B7-R1-3	$130,642	$500	$131,142	$135,076	$500	$135,576	$139,644	$143,484
ADVANCED ASSESSMENT POINT								
B7-R2-2	$133,233	$500	$133,733	$137,745	$500	$138,245	$142,392	$146,308
B7-R2-3	$134,832	$500	$135,332	$139,392	$500	$139,892	$144,089	$148,051
PROMOTION								

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HAHSA General Stream Classification	Salary effective ffppcooa 1 Dec 2024	Structural Adjustment effective ffppcooa 1 Dec 2025	Base effective ffppcooa 1 Dec 2025	Base + 3% increase effective ffppcooa 1 Dec 2025	Structural Adjustment effective ffppcooa 1 Dec 2026	Base effective ffppcooa 1 Dec 2026	Base + 3% increase effective ffppcooa 1 Dec 2026	2.75% increase effective ffppcooa 1 Sep 2027
B8-R1-2	$139,470	$500	$139,970	$144,169	$500	$144,669	$149,009	$153,107
B8-R1-3	$142,239	$500	$142,739	$147,021	$500	$147,521	$151,947	$156,125
ADVANCED ASSESSMENT POINT								
B8-R2-2	$147,191	$500	$147,691	$152,122	$500	$152,622	$157,200	$161,523
B8-R2-3	$148,863	$500	$149,363	$153,844	$500	$154,344	$158,974	$163,346
PROMOTION								
B9-R1-2	$170,409		$170,409	$175,521		$175,521	$180,787	$185,759
B9-R1-3	$178,469		$178,469	$183,823		$183,823	$189,338	$194,545
B9-R1-4	$186,533		$186,533	$192,129		$192,129	$197,893	$203,335
B9-R1-5	$188,400		$188,400	$194,052		$194,052	$199,874	$205,370
PROMOTION								
B10-R1-2	$200,787	Removed						
B10-R1-3	$210,296	Removed						
B10-R1-4	$219,805	Removed						
B10-R1-5	$221,838	Removed						

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Operational Health Officer Salaries

Operational Health Officer Salaries	Salary effective ffppcooa 1 Apr 2025	Structural Adjustment effective ffppcooa 1 Dec 2025	Base effective ffppcooa 1 Dec 2025	Base + 3% increase effective ffppcooa 1 Dec 2025	Structural Adjustment effective ffppcooa 1 Dec 2026	Base effective ffppcooa 1 Dec 2026	Base + 3% increase effective ffppcooa 1 Dec 2026	2.75% increase effective ffppcooa 1 Sep 2027
OHO 1-1	$57,130	$800	$57,930	$59,668	$800	$60,468	$62,282	$63,995
OHO 1-2	$57,744	$800	$58,544	$60,300	$800	$61,100	$62,933	$64,664
OHO 1-3	$58,634	$800	$59,434	$61,217	$800	$62,017	$63,878	$65,634
OHO 1-4	$59,443	$800	$60,243	$62,050	$800	$62,850	$64,736	$66,516
PROMOTION								
OHO 1-5	$59,930	$800	$60,730	$62,552	$800	$63,352	$65,252	$67,047
OHO 1-6	$60,528	$800	$61,328	$63,168	$800	$63,968	$65,887	$67,699
OHO 1-7	$62,486	$800	$63,286	$65,185	$800	$65,985	$67,964	$69,833
PROMOTION								
OHO 2-1	$63,110	$800	$63,910	$65,827	$800	$66,627	$68,626	$70,513
OHO 2-2	$63,625	$800	$64,425	$66,358	$800	$67,158	$69,172	$71,075
OHO 2-3	$64,227	$800	$65,027	$66,978	$800	$67,778	$69,811	$71,731
OHO 2-4	$64,742	$800	$65,542	$67,508	$800	$68,308	$70,358	$72,292
OHO 2-5	$65,119	$800	$65,919	$67,897	$800	$68,697	$70,757	$72,703
OHO 2-6	$66,049	$800	$66,849	$68,854	$800	$69,654	$71,744	$73,717
PROMOTION								
OHO 3-1	$67,193	$800	$67,993	$70,033	$800	$70,833	$72,958	$74,964
OHO 3-2	$68,400	$800	$69,200	$71,276	$800	$72,076	$74,238	$76,280
OHO 3-3	$70,006	$800	$70,806	$72,930	$800	$73,730	$75,942	$78,030
OHO 3-4	$70,993	$800	$71,793	$73,947	$800	$74,747	$76,989	$79,106
OHO 3-5	$71,508	$800	$72,308	$74,477	$800	$75,277	$77,536	$79,668
OHO 3-6	$72,126	$800	$72,926	$75,114	$800	$75,914	$78,191	$80,341

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SCHEDULE 3 – PURCHASED LEAVE SCHEME SALARIES FOR TASMANIAN STATE SERVICE AWARD EMPLOYEES

General Stream Salaries

PLS Classification	PLS Salary effective ffppcooa 1 Dec 2024	PLS Structural Adjustment effective ffppcooa 1 Dec 2025 Pro Rata	PLS Base effective ffppcooa 1 Dec 2025	PLS Base + 3% increase effective ffppooa 1 Dec 2025	PLS Structural Adjustment effective ffppcooa 1 Dec 2026 Pro Rata	PLS Base effective ffppcooa 1 Dec 2026	PLS Base + 3% increase effective ffppooa 1 Dec 2026	PLS 2.75% increase effective ffppooa 1 Sep 2027
B1-R1-1	$51,361	$800	$52,133	$53,697	$800	$54,470	$56,104	$57,646
B1-R1-3	$54,814	$800	$55,587	$57,254	$800	$58,027	$59,768	$61,411
B1-R2-2	$58,257	$800	$59,030	$60,801	$800	$61,573	$63,420	$65,164
B1-R2-4	$61,498	$800	$62,270	$64,138	$800	$64,910	$66,858	$68,696
B1-R2-5	$62,355	$800	$63,127	$65,021	$800	$65,794	$67,767	$69,631
PROMOTION								
B2-R1-2	$64,463	$800	$65,235	$67,192	$800	$67,964	$70,003	$71,928
B2-R1-3	$65,617	$800	$66,390	$68,381	$800	$69,154	$71,228	$73,187
B2-R1-4	$66,826	$800	$67,599	$69,626	$800	$70,399	$72,511	$74,505
B2-R1-5	$68,413	$800	$69,186	$71,261	$800	$72,034	$74,195	$76,235
B2-R1-6	$69,378	$800	$70,150	$72,255	$800	$73,027	$75,218	$77,287
PROMOTION								
B3-R1-2	$72,203	$800	$72,975	$75,165	$800	$75,937	$78,215	$80,366
B3-R1-3	$73,615	$800	$74,387	$76,619	$800	$77,391	$79,713	$81,905
B3-R1-4	$75,005	$800	$75,777	$78,051	$800	$78,823	$81,188	$83,420
B3-R1-5	$76,913	$800	$77,685	$80,016	$800	$80,788	$83,212	$85,500
B3-R1-6	$78,046	$800	$78,819	$81,183	$800	$81,956	$84,414	$86,736
PROMOTION								
B4-R1-2	$80,147	$800	$80,920	$83,347	$800	$84,120	$86,643	$89,026
B4-R1-3	$82,206	$800	$82,978	$85,467	$800	$86,240	$88,827	$91,270
B4-R1-4	$84,381	$800	$85,153	$87,708	$800	$88,480	$91,135	$93,641
ADVANCED ASSESSMENT POINT								
B4-R2-2	$85,788	$800	$86,560	$89,157	$800	$89,929	$92,627	$95,174
B4-R2-3	$87,990	$800	$88,762	$91,425	$800	$92,198	$94,963	$97,575
B4-R2-4	$90,897	$800	$91,669	$94,419	$800	$95,192	$98,048	$100,744
B4-R2-5	$92,251	$800	$93,023	$95,814	$800	$96,586	$99,484	$102,220
PROMOTION								
B5-R1-2	$96,050	$800	$96,822	$99,727	$800	$100,499	$103,514	$106,361
B5-R1-3	$98,451	$800	$99,223	$102,200	$800	$102,973	$106,062	$108,978
ADVANCED ASSESSMENT POINT								
B5-R2-1	$99,844	$800	$100,617	$103,635	$800	$104,408	$107,540	$110,497
B5-R2-2	$100,752	$800	$101,524	$104,570	$800	$105,342	$108,503	$111,486
PROMOTION								
B6-R1-2	$105,335	$600	$105,914	$109,092	$600	$109,671	$112,961	$116,068
B6-R1-3	$107,421	$600	$108,000	$111,240	$600	$111,819	$115,174	$118,341
B6-R1-4	$110,894	$600	$111,474	$114,818	$600	$115,397	$118,859	$122,128
ADVANCED ASSESSMENT POINT								
B6-R2-2	$113,692	$600	$114,272	$117,700	$600	$118,279	$121,828	$125,178
B6-R2-3	$115,676	$600	$116,255	$119,743	$600	$120,322	$123,931	$127,340
B6-R2-4	$117,647	$600	$118,226	$121,773	$600	$122,353	$126,023	$129,489
B6-R2-5	$119,138	$600	$119,717	$123,309	$600	$123,888	$127,605	$131,114
PROMOTION								
B7-R1-2	$124,841	$500	$125,324	$129,084	$500	$129,566	$133,453	$137,123
B7-R1-3	$127,316	$500	$127,798	$131,632	$500	$132,115	$136,079	$139,821

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PLS Classification	PLS Salary effective ffppcooa 1 Dec 2024	PLS Structural Adjustment effective ffppcooa 1 Dec 2025 Pro Rata	PLS Base effective ffppcooa 1 Dec 2025	PLS Base + 3% increase effective ffppooa 1 Dec 2025	PLS Structural Adjustment effective ffppcooa 1 Dec 2026 Pro Rata	PLS Base effective ffppcooa 1 Dec 2026	PLS Base + 3% increase effective ffppooa 1 Dec 2026	PLS 2.75% increase effective ffppooa 1 Sep 2027
ADVANCED ASSESSMENT POINT								
B7-R2-2	$129,841	$500	$130,324	$134,234	$500	$134,717	$138,758	$142,574
B7-R2-3	$131,394	$500	$131,877	$135,833	$500	$136,316	$140,405	$144,266
PROMOTION								
B8-R1-2	$135,849	$500	$136,331	$140,421	$500	$140,904	$145,131	$149,122
B8-R1-3	$138,546	$500	$139,029	$143,200	$500	$143,683	$147,993	$152,063
ADVANCED ASSESSMENT POINT								
B8-R2-2	$143,399	$500	$143,882	$148,198	$500	$148,681	$153,141	$157,353
B8-R2-3	$145,018	$500	$145,501	$149,866	$500	$150,349	$154,859	$159,118
PROMOTION								
B9-R1-2	$164,530		$164,530	$169,466		$169,466	$174,550	$179,350
B9-R1-3	$172,312		$172,312	$177,481		$177,481	$182,806	$187,833
B9-R1-4	$180,098		$180,098	$185,501		$185,501	$191,066	$196,320
B9-R1-5	$181,900		$181,900	$187,357		$187,357	$192,978	$198,285

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Professional Stream Salaries

PLS Classification	PLS Salary effective ffppcooa 1 Dec 2024	PLS Structural Adjustment effective ffppcooa 1 Dec 2025 Pro Rata	PLS Base effective ffppcooa 1 Dec 2025	PLS Base + 3% increase effective ffppooa 1 Dec 2025	PLS Structural Adjustment effective ffppcooa 1 Dec 2026 Pro Rata	PLS Base effective ffppcooa 1 Dec 2026	PLS Base + 3% increase effective ffppooa 1 Dec 2026	PLS 2.75% increase effective ffppooa 1 Sep 2027
P1-R1-2	$73,615	$800	$74,387	$76,619	$800	$77,391	$79,713	$81,905
P1-R1-3	$78,736	$800	$79,508	$81,893	$800	$82,666	$85,146	$87,487
P1-R1-4	$82,206	$800	$82,978	$85,467	$800	$86,240	$88,827	$91,270
P1-R1-5	$85,788	$800	$86,560	$89,157	$800	$89,929	$92,627	$95,174
P1-R1-6	$90,897	$800	$91,669	$94,419	$800	$95,192	$98,048	$100,744
P1-R1-7	$94,188	$800	$94,961	$97,810	$800	$98,582	$101,539	$104,332
ADVANCED ASSESSMENT POINT								
P2-R1-1	$98,451	$800	$99,223	$102,200	$800	$102,973	$106,062	$108,978
P2-R1-2	$102,553	$800	$103,325	$106,425	$800	$107,197	$110,413	$113,449
P2-R1-3	$107,421	$600	$108,000	$111,240	$600	$111,819	$115,174	$118,341
P2-R1-4	$110,894	$600	$111,474	$114,818	$600	$115,397	$118,859	$122,128
P2-R1-5	$113,692	$600	$114,272	$117,700	$600	$118,279	$121,828	$125,178
P2-R1-6	$115,676	$600	$116,255	$119,743	$600	$120,322	$123,931	$127,340
ADVANCED ASSESSMENT POINT								
P2-R2-1	$117,647	$600	$118,226	$121,773	$600	$122,353	$126,023	$129,489
P2-R2-2	$119,138	$600	$119,717	$123,309	$600	$123,888	$127,605	$131,114
PROMOTION								
P3-R1-2	$124,841	$500	$125,324	$129,084	$500	$129,566	$133,453	$137,123
P3-R1-3	$127,316	$500	$127,798	$131,632	$500	$132,115	$136,079	$139,821
ADVANCED ASSESSMENT POINT								
P3-R2-2	$129,841	$500	$130,324	$134,234	$500	$134,717	$138,758	$142,574
P3-R2-3	$131,394	$500	$131,877	$135,833	$500	$136,316	$140,405	$144,266
PROMOTION								
P4-R1-2	$135,849	$500	$136,331	$140,421	$500	$140,904	$145,131	$149,122
P4-R1-3	$138,546	$500	$139,029	$143,200	$500	$143,683	$147,993	$152,063
ADVANCED ASSESSMENT POINT								
P4-R2-2	$143,399	$500	$143,882	$148,198	$500	$148,681	$153,141	$157,353
P4-R2-3	$145,018	$500	$145,501	$149,866	$500	$150,349	$154,859	$159,118
PROMOTION								
P5-R1-2	$164,530		$164,530	$169,466		$169,466	$174,550	$179,350
P5-R1-3	$172,312		$172,312	$177,481		$177,481	$182,806	$187,833
P5-R1-4	$180,098		$180,098	$185,501		$185,501	$191,066	$196,320
P5-R1-5	$181,900		$181,900	$187,357		$187,357	$192,978	$198,285
PROMOTION								
P6-R1-2	$193,860		$193,860	$199,676		$199,676	$205,666	$211,322
P6-R1-3	$203,041		$203,041	$209,132		$209,132	$215,406	$221,330
P6-R1-4	$212,222		$212,222	$218,588		$218,588	$225,146	$231,338
P6-R1-5	$214,185		$214,185	$220,610		$220,610	$227,228	$233,477

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SCHEDULE 4 – PURCHASED LEAVE SCHEME SALARIES FOR HEALTH AND HUMAN SERVICES (TASMANIAN STATE SERVICE) EMPLOYEES

General Stream Salaries

PLS Classification	PLS Salary effective ffppcooa 1 Dec 2024	PLS Structural Adjustment effective ffppcooa 1 Dec 2025 Pro Rata	PLS Base effective ffppcooa 1 Dec 2025	PLS Base + 3% increase effective ffppooa 1 Dec 2025	PLS Structural Adjustment effective ffppcooa 1 Dec 2026 Pro Rata	PLS Base effective ffppcooa 1 Dec 2026	PLS Base + 3% increase effective ffppooa 1 Dec 2026	PLS 2.75% increase effective ffppooa 1 Sep 2027
B1-R1-1	$50,959	$800	$51,731	$53,283	$800	$54,056	$55,678	$57,209
B1- R1-3	$54,362	$800	$55,135	$56,789	$800	$57,561	$59,288	$60,919
B1-R2-2	$57,764	$800	$58,536	$60,292	$800	$61,065	$62,897	$64,626
B1-R2-4	$60,890	$800	$61,663	$63,513	$800	$64,285	$66,213	$68,034
B1-R2-5	$61,737	$800	$62,509	$64,385	$800	$65,157	$67,112	$68,957
PROMOTION								
B2-R1-2	$63,770	$800	$64,543	$66,479	$800	$67,251	$69,269	$71,174
B2-R1-3	$64,875	$800	$65,647	$67,617	$800	$68,389	$70,441	$72,378
B2-R1-4	$66,040	$800	$66,813	$68,817	$800	$69,589	$71,677	$73,648
B2-R1-5	$67,591	$800	$68,363	$70,414	$800	$71,186	$73,322	$75,338
B2-R1-6	$68,544	$800	$69,316	$71,396	$800	$72,168	$74,333	$76,377
PROMOTION								
B3-R1-2	$71,265	$800	$72,037	$74,198	$800	$74,970	$77,220	$79,343
B3-R1-3	$72,653	$800	$73,425	$75,628	$800	$76,400	$78,692	$80,857
B3-R1-4	$74,027	$800	$74,799	$77,043	$800	$77,816	$80,150	$82,354
B3-R1-5	$75,908	$800	$76,680	$78,980	$800	$79,753	$82,145	$84,404
B3-R1-6	$77,027	$800	$77,799	$80,133	$800	$80,905	$83,333	$85,624
PROMOTION								
B4-R1-2	$79,089	$800	$79,861	$82,257	$800	$83,030	$85,520	$87,872
B4-R1-3	$81,121	$800	$81,894	$84,351	$800	$85,123	$87,677	$90,088
B4-R1-4	$83,272	$800	$84,045	$86,566	$800	$87,339	$89,959	$92,433
ADVANCED ASSESSMENT POINT								
B4-R2-2	$84,664	$800	$85,436	$87,999	$800	$88,772	$91,435	$93,949
B4-R2-3	$86,838	$800	$87,610	$90,239	$800	$91,011	$93,741	$96,319
B4-R2-4	$89,678	$800	$90,450	$93,163	$800	$93,936	$96,754	$99,415
B4-R2-5	$91,011	$800	$91,783	$94,537	$800	$95,309	$98,169	$100,868
PROMOTION								
B5-R1-2	$94,865	$800	$95,638	$98,507	$800	$99,279	$102,258	$105,070
B5-R1-3	$97,219	$800	$97,991	$100,931	$800	$101,704	$104,755	$107,636
ADVANCED ASSESSMENT POINT								
B5-R2-1	$98,607	$800	$99,379	$102,360	$800	$103,133	$106,227	$109,148
B5-R2-2	$99,513	$800	$100,286	$103,294	$800	$104,066	$107,188	$110,136
PROMOTION								
B6-R1-2	$104,176	$600	$104,756	$107,898	$600	$108,478	$111,732	$114,805
B6-R1-3	$106,238	$600	$106,817	$110,022	$600	$110,601	$113,919	$117,052
B6-R1-4	$109,740	$600	$110,319	$113,629	$600	$114,208	$117,634	$120,869
ADVANCED ASSESSMENT POINT								
B6-R2-2	$112,528	$600	$113,107	$116,501	$600	$117,080	$120,592	$123,909
B6-R2-3	$114,544	$600	$115,123	$118,577	$600	$119,156	$122,731	$126,106
B6-R2-4	$116,589	$600	$117,168	$120,683	$600	$121,263	$124,900	$128,335
B6-R2-5	$118,073	$600	$118,652	$122,212	$600	$122,791	$126,475	$129,953
PROMOTION								
B7-R1-2	$123,682	$500	$124,165	$127,890	$500	$128,373	$132,224	$135,860
B7-R1-3	$126,135	$500	$126,618	$130,416	$500	$130,899	$134,826	$138,534
ADVANCED ASSESSMENT POINT								
B7-R2-2	$128,636	$500	$129,119	$132,993	$500	$133,476	$137,480	$141,260
B7-R2-3	$130,180	$500	$130,663	$134,583	$500	$135,066	$139,118	$142,943
PROMOTION								
B8-R1-2	$134,658	$500	$135,141	$139,195	$500	$139,678	$143,868	$147,825
B8-R1-3	$137,332	$500	$137,815	$141,949	$500	$142,432	$146,705	$150,739

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PLS Classification	PLS Salary effective ffppcooa 1 Dec 2024	PLS Structural Adjustment effective ffppcooa 1 Dec 2025 Pro Rata	PLS Base effective ffppcooa 1 Dec 2025	PLS Base + 3% increase effective ffppooa 1 Dec 2025	PLS Structural Adjustment effective ffppcooa 1 Dec 2026 Pro Rata	PLS Base effective ffppcooa 1 Dec 2026	PLS Base + 3% increase effective ffppooa 1 Dec 2026	PLS 2.75% increase effective ffppooa 1 Sep 2027
ADVANCED ASSESSMENT POINT								
B8-R2-2	$142,113	$500	$142,596	$146,874	$500	$147,356	$151,777	$155,951
B8-R2-3	$143,727	$500	$144,210	$148,536	$500	$149,019	$153,490	$157,711
PROMOTION								
B9-R1-2	$164,530		$164,530	$169,466		$169,466	$174,550	$179,350
B9-R1-3	$172,312		$172,312	$177,481		$177,481	$182,806	$187,833
B9-R1-4	$180,098		$180,098	$185,501		$185,501	$191,066	$196,320
B9-R1-5	$181,900		$181,900	$187,357		$187,357	$192,978	$198,285

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Operational Health Officer Salaries

PLS Classification	PLS Salary effective ffppcooa 1 Dec 2024	PLS Structural Adjustment effective ffppcooa 1 Dec 2025 Pro Rata	PLS Base effective ffppcooa 1 Dec 2025	PLS Base + 3% increase effective ffppooa 1 Dec 2025	PLS Structural Adjustment effective ffppcooa 1 Dec 2026 Pro Rata	PLS Base effective ffppcooa 1 Dec 2026	PLS Base + 3% increase effective ffppooa 1 Dec 2026	PLS 2.75% increase effective ffppooa 1 Sep 2027
OHO 1-1	$55,159	$800	$55,931	$57,609	$800	$58,382	$60,133	$61,787
OHO 1-2	$55,752	$800	$56,524	$58,220	$800	$58,992	$60,762	$62,433
OHO 1-3	$56,611	$800	$57,384	$59,105	$800	$59,877	$61,674	$63,370
OHO 1-4	$57,392	$800	$58,165	$59,910	$800	$60,682	$62,502	$64,221
PROMOTION								
OHO 1-5	$57,862	$800	$58,635	$60,394	$800	$61,166	$63,001	$64,734
OHO 1-6	$58,440	$800	$59,212	$60,989	$800	$61,761	$63,614	$65,363
OHO 1-7	$60,330	$800	$61,103	$62,936	$800	$63,708	$65,619	$67,424
PROMOTION								
OHO 2-1	$60,933	$800	$61,705	$63,556	$800	$64,329	$66,259	$68,081
OHO 2-2	$61,430	$800	$62,202	$64,068	$800	$64,841	$66,786	$68,623
OHO 2-3	$62,011	$800	$62,784	$64,667	$800	$65,439	$67,403	$69,256
OHO 2-4	$62,508	$800	$63,281	$65,179	$800	$65,952	$67,930	$69,798
OHO 2-5	$62,872	$800	$63,645	$65,554	$800	$66,327	$68,316	$70,195
OHO 2-6	$63,770	$800	$64,543	$66,479	$800	$67,251	$69,269	$71,174
PROMOTION								
OHO 3-1	$64,875	$800	$65,647	$67,617	$800	$68,389	$70,441	$72,378
OHO 3-2	$66,040	$800	$66,813	$68,817	$800	$69,589	$71,677	$73,648
OHO 3-3	$67,591	$800	$68,363	$70,414	$800	$71,186	$73,322	$75,338
OHO 3-4	$68,544	$800	$69,316	$71,396	$800	$72,168	$74,333	$76,377
OHO 3-5	$69,041	$800	$69,813	$71,908	$800	$72,680	$74,861	$76,919
OHO 3-6	$69,638	$800	$70,410	$72,522	$800	$73,295	$75,494	$77,570

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SCHEDULE 5 – SALARIES FOR LEGAL PRACTITIONERS

Legal Practitioner Classification

Legal Practitioner Classification	Salary effective ffppcooa 1 Dec 2024	Structural Adjustment effective ffppcooa 1 Dec 2025	Base effective ffppcooa 1 Dec 2025	Base + 3% increase effective ffppooa 1 Dec 2025	Structural Adjustment effective ffppcooa 1 Dec 2026	Base effective ffppcooa 1 Dec 2026	Base + 3% increase effective ffppooa 1 Dec 2026	2.75% increase effective ffppooa 1 Sep 2027
LP 1.2	$76,245	$800	$77,045	$79,356	$800	$80,156	$82,561	$84,831
LP 1.3	$81,549	$800	$82,349	$84,819	$800	$85,619	$88,188	$90,613
LP 1.4	$85,143	$800	$85,943	$88,521	$800	$89,321	$92,001	$94,531
LP 1.5	$88,853	$800	$89,653	$92,343	$800	$93,143	$95,937	$98,575
LP 1.6	$94,145	$800	$94,945	$97,793	$800	$98,593	$101,551	$104,344
PROMOTION								
LP 2.2	$106,217	$800	$107,017	$110,228	$800	$111,028	$114,358	$117,503
LP 2.3	$111,259	$600	$111,859	$115,215	$600	$115,815	$119,289	$122,570
LP 2.4	$117,755	$600	$118,355	$121,906	$600	$122,506	$126,181	$129,651
LP 2.5	$123,395	$600	$123,995	$127,715	$600	$128,315	$132,164	$135,799
LP 2.6	$126,328	$600	$126,928	$130,736	$600	$131,336	$135,276	$138,996
LP 2.7	$129,302	$500	$129,802	$133,696	$500	$134,196	$138,222	$142,023
PROMOTION								
LP 3.2	$140,703	$500	$141,203	$145,439	$500	$145,939	$150,317	$154,451
LP 3.3	$143,497	$500	$143,997	$148,317	$500	$148,817	$153,281	$157,497
LP 3.4	$148,523	$500	$149,023	$153,494	$500	$153,994	$158,614	$162,975
LP 3.5	$155,600		$155,600	$160,268		$160,268	$165,076	$169,616
LP 3.6	$158,361		$158,361	$163,112		$163,112	$168,005	$172,625
LP 3.7	$161,122		$161,122	$165,956		$165,956	$170,934	$175,635
PROMOTION								
LP 4.1	$170,409		$170,409	$175,521		$175,521	$180,787	$185,759
LP 4.2	$178,469		$178,469	$183,823		$183,823	$189,338	$194,545
LP 4.3	$186,533		$186,533	$192,129		$192,129	$197,893	$203,335
LP 4.4	$191,972		$191,972	$197,731		$197,731	$203,663	$209,264
LP 4.5	$194,201		$194,201	$200,027		$200,027	$206,028	$211,694

THE TASMANIAN INDUSTRIAL COMMISSION OF THE STATE
REGISTRAR

SCHEDULE 6 – PURCHASED LEAVE SCHEME SALARIES FOR LEGAL PRACTITIONERS

Legal Practitioner Classification

PLS Classification	PLS Salary effective ffppcooa 1 Dec 2024	PLS Structural Adjustment effective ffppcooa 1 Dec 2025 Pro Rata	PLS Base effective ffppcooa 1 Dec 2025	PLS Base + 3% increase effective ffppooa 1 Dec 2025	PLS Structural Adjustment effective ffppcooa 1 Dec 2026 Pro Rata	PLS Base effective ffppcooa 1 Dec 2026	PLS Base + 3% increase effective ffppooa 1 Dec 2026	PLS 2.75% increase effective ffppooa 1 Sep 2027
LP 1.2	$73,615	$800	$74,387	$76,619	$800	$77,391	$79,713	$81,905
LP 1.3	$78,736	$800	$79,508	$81,893	$800	$82,666	$85,146	$87,487
LP 1.4	$82,206	$800	$82,978	$85,467	$800	$86,240	$88,827	$91,270
LP 1.5	$85,788	$800	$86,560	$89,157	$800	$89,929	$92,627	$95,174
LP 1.6	$90,897	$800	$91,669	$94,419	$800	$95,192	$98,048	$100,744
PROMOTION								
LP 2.2	$102,553	$800	$103,325	$106,425	$800	$107,197	$110,413	$113,449
LP 2.3	$107,421	$600	$108,000	$111,240	$600	$111,819	$115,174	$118,341
LP 2.4	$113,692	$600	$114,272	$117,700	$600	$118,279	$121,828	$125,178
LP 2.5	$119,138	$600	$119,717	$123,309	$600	$123,888	$127,605	$131,114
LP 2.6	$121,970	$600	$122,549	$126,225	$600	$126,805	$130,609	$134,201
LP 2.7	$124,841	$500	$125,324	$129,084	$500	$129,566	$133,453	$137,123
PROMOTION								
LP 3.2	$135,849	$500	$136,331	$140,421	$500	$140,904	$145,131	$149,122
LP 3.3	$138,546	$500	$139,029	$143,200	$500	$143,683	$147,993	$152,063
LP 3.4	$143,399	$500	$143,882	$148,198	$500	$148,681	$153,141	$157,353
LP 3.5	$150,232		$150,232	$154,739		$154,739	$159,381	$163,764
LP 3.6	$152,898		$152,898	$157,484		$157,484	$162,209	$166,670
LP 3.7	$155,563		$155,563	$160,230		$160,230	$165,037	$169,576
PROMOTION								
LP 4.1	$164,530		$164,530	$169,466		$169,466	$174,550	$179,350
LP 4.2	$172,312		$172,312	$177,481		$177,481	$182,806	$187,833
LP 4.3	$180,098		$180,098	$185,501		$185,501	$191,066	$196,320
LP 4.4	$185,349		$185,349	$190,909		$190,909	$196,637	$202,044
LP 4.5	$187,501		$187,501	$193,126		$193,126	$198,920	$204,390

THE STAMP OF THE TASMANIAN INDUSTRIAL COMMISSION
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