



One Day HDA and MRDA in Exceptional Circumstances - Public Sector Union Wages Agreement (PSUWA) - NEW

Introduction

The current award provisions in relation to Higher Duties Allowance (HDA) in the Tasmanian State Service Award (TSSA) and Health and Human Services (Tasmanian State Service) Award (HAHSA) provide that where an employee is directed to perform duties at a higher classification for 5 days or more, they are entitled to the difference between their substantive salary and the higher salary paid as an allowance for the duration of 5 days or more.

And the current award provisions in relation to More Responsible Duties (MRDA) in TSSA and HAHSA provide that where an employee is directed to perform duties that are in excess of the duties of the employee's classification band or consist of partial higher duties they are entitled to a MRDA for a period of 5 or more consecutive working days.

Clause 16 and 17 of the *Public Sector Union Wages Agreement 2025* (PSUWA) introduces an exception to the standard 5-day minimum duration for HDA and MRDA award provisions, allowing payment of one day (or more days) HDA or MRDA in the following three defined exceptional circumstances:

- Duties of a significant role which require the exercise of delegated authority; or
- Duties required to be undertaken with limited supervision due to an Emergency, as defined in the *Emergency Management Act 2006*; or
- Duties of a key operational role required by the agency.

What this means in practice

Where an **employee is directed** to perform duties that are classified higher than the employee's substantive band, they can now be paid a HDA or MRDA for a period of **one or more days** in one of the three defined exceptional circumstances below.



1. Duties of a significant role which require the exercise of delegated authority

This is where, in the course of exercising the duties of a particular role, an employee is required to act in the role for any period of absence as the duly authorised officer and exercise delegated authority, for example by signing off on matters or making certain decisions. Where those duties are required to be performed for periods of less than 5 days, this exception may apply where the delegated authority must be exercised by the specific person in the role (acting) and cannot, or it is not reasonable to, be given to others.

2. Duties required to be undertaken with limited supervision due to an Emergency, as defined in the *Emergency Management Act 2006*

This exception enables the backfilling of roles for 1 day (or more) while the substantive employee moves into an incident emergency role for less than 5 days. Noting that there are Incident Management Agreements that provide for 1-day HDA for employees moving into Incident Management Operation (IMO) roles, but this clause provides for the backfilling of the role that has been vacated. As examples, this can occur in regional areas of Tasmania Fire Service where employees in team leader roles are released into recognised IMO roles and their team leader positions are required to be backfilled to maintain operational coverage in the team.

3. Duties of a key operational role required by the agency

There are a number of roles/duties performed in agencies that agencies may have determined cannot be left vacant due to the necessity of having ongoing filling. Examples of these roles are administrative court staff employed at Band 2 level and employees required to perform a Court Clerk (General Stream Band 3) roles and Monitoring and Compliance Supervisors in the Department of Justice.

The Agency determines whether particular roles or duties are key operational roles having regard to operational requirements and the need for those duties to continue to be performed.

Who does this apply to?

All employees covered by the *Public Sector Union Wage Agreement* who are directed to perform duties of a higher level for 1 day or more in one of the three exceptional circumstances.

When does this change apply?

This new provision applies from first fill pay period commencing on or after 11 May 2026.