



# LEGISLATIVE COUNCIL

SESSION OF 2025 – 2026

(FIRST SESSION OF THE FIFTY-SECOND PARLIAMENT)

## VOTES AND PROCEEDINGS

UNCORRECTED PROOF

No. 21

WEDNESDAY, 18 MARCH 2026

**1 COUNCIL MEETS.**— The Council met at 11.00 o'clock a.m.

**2 ACKNOWLEDGEMENT OF TRADITIONAL PEOPLE.**— The President said: “We meet today on Tasmanian Aboriginal land. We acknowledge and pay respect to the Tasmanian Aboriginal people and elders, past and present. We recognise them as the first inhabitants and the continuing custodians of this land.”

**3 PRAYERS AND REFLECTION.**— The President read Prayers.

**4 REMUNERATION OF SENIOR STATE SERVANTS.**— *Ms Thomas* asked the Honourable Leader for the Government —

Can the Government detail the number of and total remuneration figure for (cost of) senior state servants in the public service, including:

- (a) Heads of Agency;
- (b) Senior Executive Service positions, at each classification level (SES 1, 2, 3, 4);
- (c) Equivalent Specialist roles (with included roles described);
- (d) Equivalent Specialist other (with included roles described); and
- (e) Prescribed office holder/statutory positions (with included roles described),

for the point in time as at the last pay period in November 2025, for all such positions substantiated in the payroll list for each Agency and State Authority?

The Honourable Leader for the Government (*Ms Rattray*) answered:

SES officers comprise 0.7% of Tasmanian State Service positions by headcount, and individual salaries for key management personnel are reported in each agency annual report. These are published on agency websites.

I am unable to provide accurate total remuneration figures for (cost of) senior state servants in the public service as this would require each individual agency to calculate this based on specific categories, which is complex, subject to fluctuation and requires substantial data review. In addition, this figure is not held centrally and capable of extraction. I note the implementation of a new HRIS system, currently underway, will enable Agencies to report more consistently and accurately across categories of information in the future. With the consolidation of data and processes, the new HRIS system (PeopleCentral) will provide a single source of workforce information, when implemented.

In addition to the information on headcount and salary ranges contained in the table below, I note that at 31 December 2025, two Associate Secretary roles were filled, one in the Department of Health and one in the Department of Premier and Cabinet. Salary payments for Associate Secretaries are determined in accordance with established guidelines.

Associate Secretaries are not new positions; they are a transfer of an existing SES officer. Importantly, filling an Associate Secretary role does not increase overall SES numbers.

Heads of Agency are listed in Schedule 1 – Agencies of the State Service Act 2000.

There are currently 18 Heads of Agency: 8 Secretaries of Government Departments, 8 Chief Executive Officers of State Authorities, the Auditor-General and the Chairperson of the Tasmanian Dairy Industry Authority (a State Authority).

Full remuneration packages for Heads of Agency are reported publicly in each agency’s Annual Report. • Remuneration packages include salary, motor vehicle and other non-monetary benefits. Long-term employee expenses include long service leave and superannuation obligations.

**Table – SES, Equivalent Specialist, Prescribed Office Holders and Heads of Agency paid headcount, and associated salary ranges as of 31 December 2025.**

Officer Type	#	Salary Range
Head of Agency	18	\$236,692 - \$668,367
Senior Executive Service (SES)	98	SES1 \$156,075 - \$179,322
	79	SES2 \$183,884 - \$211,305
	27	SES3 \$221,729 - \$254,824
	16	SES4 \$266,773 - \$319,906
	<b>220</b>	
Equivalent Specialist with SES equivalency Officers classified at the equivalent of a SES level will share some of the attributes and capabilities of the SES, however they will generally be more focussed on the service responsibilities for their Agency and their professional specialist. As such, these officers will not usually be as mobile across Agencies as their expertise will not normally be transferable to SES role. Examples of types of roles include: <ul style="list-style-type: none"> <li>• Director Forensic Science</li> <li>• Chief Inspector of Mines and Major Hazard Facilities</li> <li>• Deputy Auditor-General</li> <li>• Principal Inspector of Mines</li> <li>• Valuer General</li> </ul>	14	ES1 \$156,075 - \$179,322 ES2 \$183,884 - \$211,305 ES3 \$221,729 - \$254,824 ES4 \$266,773 - \$319,906
Equivalent Specialist - other This category is for other equivalent specialist roles which do not align to SES, as they are	10	\$221,729 - \$544,635
not specifically senior executive in nature but rather require professional specialist skills and knowledge sourced from a highly competitive labour market, where award provisions do not adequately meet the market for attraction and retention. Examples of types of roles include: <ul style="list-style-type: none"> <li>• Chief Psychiatrist</li> <li>• Fire and Emergency Services Commissioner</li> <li>• Coordinator-General</li> <li>• Project Director Macquarie Point Multipurpose Stadium</li> </ul>		
Prescribed Office Holder Examples of types of roles include: <ul style="list-style-type: none"> <li>• Chief Parliamentary Counsel</li> <li>• Crown Solicitor</li> <li>• Director of Public Health</li> <li>• State Litigator</li> </ul>	4	\$191,196 - \$535,493

**5 SITTING SUSPENDED.**— *Resolved*, That the Sitting of the Council be suspended until the ringing of the Division bells for the purpose of a briefing. (Ms *Ratray*)

The Sitting was suspended at 11.17 o'clock a.m. and resumed at 12.03 o'clock p.m.

**6 PREMIER'S ADDRESS.**— *Ordered*, That Standing Order No. 10(2)(a) be suspended to provide for the Premier's Address to be Tabled without the requirement for the Address to be read again in the Council. (Ms *Ratray*)

*Ordered*, That Ms *Ratray*, have leave to Table a copy of the Premier's Address and have the Premier's Address incorporated into the Hansard record. (Ms *Ratray*)

A Motion was made (Ms *Ratray*) and the Question was proposed – That the Premier's Address be noted.

A Debate arose thereupon.

*Ordered*, That the Debate be adjourned. (Ms *Ratray*)

**7 BONDI TERRORIST ATTACKS CONDOLENCE RESOLUTION.**— The Order of the Day was read for taking into consideration the following Message from the House of Assembly —

MR PRESIDENT,

The House of Assembly having agreed to the following Resolution, begs now to transmit the same to the Legislative Council, and to request its concurrence therein—

“That the House of Assembly:—

- (1) Express Tasmania's heartfelt condolences to the families and loved ones of the 15 innocent people murdered at Bondi Beach on 14 December 2025;
- (2) Condemn the atrocity which stole their lives, an act of terrorism deliberately targeted at Australia's Jewish community gathering to celebrate the first night of Hanukkah;
- (3) Unequivocally condemn the evil of antisemitism and vows strong action to prevent extremism and keep our state safe, resilient and united;
- (4) Honour the courage, composure and quick action of all the police officers, first responders, healthcare workers and everyday people whose dedication and skill saved lives;
- (5) Acknowledge the trauma of the men, women and children injured physically and psychologically, including those who witnessed the horror; and
- (6) Affirm every Tasmanian's fundamental right to live, work, worship and learn in peace and safety; to participate fully and freely in public life and to gather in community without fear or hindrance, proud of who they are and the contributions they make to our state and our way of life.”

*House of Assembly, 4 March 2026*

JACQUIE PETRUSMA, *Speaker*

A Motion was made (Ms *Ratray*) and the Question was proposed, That the Resolution be agreed to and the blank be filled up with the words “Legislative Council and the”.

A Debate arose thereupon.

*Ordered*, That the Debate be adjourned. (Ms *Lovell*)

**8 MOTIONS WITHOUT NOTICE.**— *Ordered*, That Ms *Ratray* have leave to move Motions without Notice.

**9 LEAVE OF ABSENCE.**— *Ordered*, That the Honourable Member for Derwent, (Mr *Farrell*) be granted leave of absence from the service of the Council for the remainder of this day's sitting. (Ms *Ratray*)

**10 SITTING SUSPENDED.**— *Resolved*, That the Sitting of the Council be suspended until the ringing of the Division bells. (Ms Rattray)

The Sitting was suspended at 12.36 o'clock p.m. and resumed at 2.30 o'clock p.m.

**11 QUESTION TIME.**— The President called for Questions without Notice. There were ten Questions asked.

*Ordered*, That Ms Rattray have leave to Table and incorporate into the Hansard record a table setting out the Key Selection Criteria for the position of Chairperson of the Tasmanian Heritage Council.

**12 BONDI TERRORIST ATTACKS CONDOLENCE RESOLUTION.**— The Council resumed the Debate on the Question, That the Resolution be agreed to and the blank be filled up with the words “Legislative Council and the”.

And the Question being put,

It was resolved in the Affirmative.

*Ordered*, That a Message be transmitted to the House of Assembly acquainting that House accordingly. (Ms Rattray)

**13 BONDI TERRORIST ATTACKS CONDOLENCE RESOLUTION.**— A Message to the House of Assembly:

HONOURABLE SPEAKER,

The Legislative Council having taken into consideration the following Resolution from the House of Assembly:—

“Resolved, That the Legislative Council and House of Assembly:—

- (1) Express Tasmania’s heartfelt condolences to the families and loved ones of the 15 innocent people murdered at Bondi Beach on 14 December 2025;
- (2) Condemn the atrocity which stole their lives, an act of terrorism deliberately targeted at Australia’s Jewish community gathering to celebrate the first night of Hanukkah;
- (3) Unequivocally condemn the evil of antisemitism and vows strong action to prevent extremism and keep our state safe, resilient and united;
- (4) Honour the courage, composure and quick action of all the police officers, first responders, healthcare workers and everyday people whose dedication and skill saved lives;
- (5) Acknowledge the trauma of the men, women and children injured physically and psychologically, including those who witnessed the horror; and
- (6) Affirm every Tasmanian’s fundamental right to live, work, worship and learn in peace and safety; to participate fully and freely in public life and to gather in community without fear or hindrance, proud of who they are and the contributions they make to our state and our way of life.”

does agree to the Resolution and has filled up the blank with the words ‘Legislative Council and the’.”

*Legislative Council, 18 March 2026*

*R.FORREST, Deputy President*

**14 PREMIER’S ADDRESS.**— The Order of the Day was read for resuming the Debate on the Question, That the Premier’s Address be noted.

The Question was again proposed, and the Council resumed the Debate.

**15 SITTING SUSPENDED.**— It being 4.00 o’clock p.m. the Sitting of the Council was suspended.

The Council resumed the Sitting at 4.30 o'clock p.m.

**16 PREMIER'S ADDRESS.**— The Council, according to Order, resumed Debate on the Question, That the Premier's Address be noted.

The Question was again proposed, and the Council resumed the Debate.

*Ordered*, That the Debate be adjourned. (Mr *Gaffney*)

**17 ADJOURNMENT.**— *Resolved*, That the Council will, at its rising adjourn until 11.00 o'clock a.m. on Thursday, 19 March 2026. (Ms *Rattray*)

*Resolved*, That the Council do now adjourn. (Ms *Rattray*)

The Council adjourned at 5.15 o'clock p.m.

C.L. VICKERS, *Clerk of the Council.*

*Briefings:*

- *Commission of Inquiry Susan-Neill-Fraser Conviction (Notice of Motion 11)*