

Determination	
Required by the <i>Electoral Act 2004</i> , section 27(1)	
Determined by the Tasmanian Electoral Commission 12 March 2026	

The Tasmanian Electoral Commission determines, under section 27(1) of the *Electoral Act 2004*, the attached remuneration and allowances, dated 12 March 2026, payable to returning officers and election officials.

Remuneration and allowances payable to returning officers and election officials

As determined on 17 December 2024 under section 27(1) of the *Electoral Act 2004*

Effective from Thursday 5 December 2024 (edited 12 March 2026)

1. Returning Officer and Assistant Returning Officer

Returning officer – Legislative Council <i>(non-state service employee)</i>	contested – \$ 20,742.40 uncontested – \$ 6,417.18
Assistant returning officer – Legislative Council <i>(non-state service employee)</i>	contested – \$ 15,593.60 uncontested – \$ 4,824.27
Returning officer – House of Assembly <i>(non-state service employee)</i>	\$ 26,576.20
Assistant returning officer – House of Assembly <i>(non-state service employee)</i>	\$19,979.30

The Commissioner may approve payment for additional hours at the appropriate rate (RO Band 5 and ARO Band 3) to cover exceptions (e.g., extended election timeframe)

Returning officer – Dual elections <i>(non-state service employee)</i>	\$ 29,146.90
Assistant returning officer – Dual elections <i>(non-state service employee)</i>	\$22,176.90

The Commissioner may approve payment for additional hours at the appropriate rate (RO Band 6 and ARO Band 4) to cover exceptions (e.g., extended election timeframe)

2. Election Officials

POLLING PLACE POSITIONS

2.1 Election Official in charge of an ordinary polling place: (PM)

Duties in connection with running a polling place, inc. polling place set-up and return of materials:

a) 2 issuing points or less	\$ 830.92 each election
b) 3 - 4 issuing points	\$ 852.67 each election
c) 5 + issuing points	\$ 874.42 each election
Training package	\$207.96 each election
Other duties	\$43.50 an hour

2.2 Assistant to Election Official in charge of an ordinary polling place: (2IC)

Polling day duties and polling place set up	\$ 712.99 each election
Training package	\$ 207.96 each election
Other duties	\$ 34.66 an hour

2.3 Declaration/Information Officers in an ordinary polling place:

Polling day duties	\$ 518.54 a polling day
Training package	\$ 207.96 each election

2.4 Other Election Officials in an ordinary polling place: (Ordinary Issuing etc)

Polling day duties	\$ 471.40 a polling day
Training package	\$ 51.99 each election

2.5 Polling-place liaison officer: (PPLO)

Polling day duties and polling place set up checks	\$ 766.38 each election
Training package	\$207.96 each election
Other duties	\$34.66 an hour

2.6 Scrutiny assistant:

Polling day duties (max of 3 hours)	\$ 103.98 per shift
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EARLY VOTING POSITIONS

2.7 Election Official in charge of a pre-poll polling place: (PM)

For duties in connection with running a multi-day polling place, including preparation, daily balancing and reporting, overnight safe keeping of secure items and return of materials:

Per hour for first 8 hours each day	\$43.50 per hour
Per hour in excess of 8 hours each day	\$60.91 per hour
Training package	\$207.96 each election

2.8 Assistant to Election Official in charge of a pre-poll polling place: (2IC)

For duties in connection with managing a multi-day polling place in the absence of the PM:

Per hour for first 8 hours each day	\$38.12 per hour
Per hour in excess of 8 hours each day	\$53.38 per hour
Training package	\$207.96 each election

2.9 Election Official in a pre-poll polling place: (Ordinary Issuing etc)

Per hour for first 8 hours each day	\$34.66 per hour
Per hour in excess of 8 hours each day	\$48.53 per hour
Training package	\$ 51.99 each election

2.10 Election Official in charge of a mobile polling team: (PM)

For duties in connection with running multi-site polling places, including preparation, site balancing and reporting, overnight safe keeping of secure items and return of materials:

Per hour for first 8 hours each day	\$43.50 per hour
Per hour in excess of 8 hours each day	\$60.91 per hour
Training package	\$207.96 each election

2.11 Election Official in a mobile polling team: (Ordinary Issuing etc)

Per hour for first 8 hours each day	\$34.66 per hour
Per hour in excess of 8 hours each day	\$48.53 per hour
Training package	\$207.96 each election

ELECTION OFFICE POSITIONS

2.12 Election Officials involved in election office processes and scrutinies

a) Trainers	Band 4
b) Scrutiny, recheck, amalgamation and Hare Clark managers	Band 3
c) Ballot paper managers & coordinators, election managers & coordinators <i>HoA and LG (including data entry cells)</i>	Band 3
d) TED assistant, logistics assistant, postal processing leader, scrutiny table leader, telephone voting leader, ROM leader, & other casual leader roles	Band 2
e) Postal processing team, scrutiny team, proofing team, call centre team, telephone voting team, ROM and hub teams, couriers & other casual team staff	Band 1

FOR GUIDANCE:

Band 1 – “Work involves routine tasks requiring the application of precise practices according to existing processes with strictly limited scope and discretion”

Band 2 – “undertakes multiple and diverse tasks which require some independent judgement in how they are performed.

HIGH LEVEL SPECIALIST POSITIONS

2.13 TEC casual staff performing specialised duties

(only where approved by the Electoral Commissioner or Deputy Electoral Commissioner)

a) Hare Clark specialist supervisor	Band 5
b) Electoral alumni mentors	Band 6 - 8
c) Specialist / consultant services (e.g. IT specialisations)	Band 6 - 10

OTHER POSITIONS

Rates for positions with equivalent responsibility in the Tasmanian State Service. The Tasmanian Electoral Commission delegates the application of these rates to the Electoral Commissioner (EC) and Deputy Electoral Commissioner (DEC).

Tasmanian State Service (General Stream) casual pay rates, including payment of overtime rates as specified below:

Salary	Casual Rates		
	First 8 hours Monday to Saturday	All hours in excess of 8 per day and/or 38 per week* Monday to Saturday	All hours on Sundays and Public Holidays
band 1	\$34.66	\$48.53	\$62.39
band 2	\$43.50	\$60.91	\$78.31
band 3	\$48.73	\$68.22	\$87.71
band 4	\$54.09	\$75.73	\$97.36
band 5	\$64.82	\$90.75	\$116.68
band 6	\$71.09	\$99.52	\$127.96
band 7	\$84.25	\$117.95	\$151.66
band 8	\$91.68	\$128.36	\$165.03
band 9	\$111.04	\$155.45	\$199.87
band 10	\$130.83	\$183.17	\$235.50

* per week deemed to be Thursday – Wednesday as per state service pay periods (with the exclusion of Sunday and public holidays)

3. TRAVELLING EXPENSES

3.1 Travelling expenses (where authorised by the EC/DEC or Returning Officer):

a) Travel by public transport	Actual fare
b) Travel by TEC hire vehicle	Nil
c) If TEC hire vehicle not available	\$0.88 per km each way
d) If required to be away from home overnight	Tasmanian State Service rates

3.2 Travelling expenses (in excess of 30kms return for attendance at training or when determined as reasonable by the Returning Officer)

Per kilometre	\$0.88 per km
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