ACT
Government

# Submission to the ACT Remuneration Tribunal 2026 Spring Review

**June 2026**

**Background**

The ACT Government acknowledges the Ngunnawal people as traditional custodians of the ACT and recognise any other people or families with connection to the lands of the ACT and region.

The ACT Remuneration Tribunal (the Tribunal) advertised the 2026 Spring Review in May 2026. This review is considering the remuneration and allowances to be paid and other entitlements to be granted to:

- The Judiciary (ACT Supreme Court, ACT Magistrates Court);
- The ACT Civil and Administrative Tribunal (ACAT);
- The ACT Integrity Commission (Integrity Commissioner and Chief Executive Officer);
- The Principal Registrar, Courts and Tribunal;
- The Director of Public Prosecutions; and
- Part-time Holders of Public Office on boards, tribunals and committees.

This is the ACT Government Submission to the Tribunal's 2026 Spring Review, and it is made without prejudice.

**Context**

ACT Remuneration Tribunal decisions

The Government notes the outcomes of the:

- 2026 Autumn Review, held in March 2026, at which the Tribunal determined to provide an increase of 3 per cent to the remuneration of position holders.
- 2025 Spring Review, held in August 2025, at which the Tribunal determined to provide an increase of 2 per cent to the remuneration of position holders, with additional adjustments for some position holders. Remuneration of ACT Supreme Court judicial position holders and the Integrity Commissioner increased in line with existing relativity to the increases provided by the Commonwealth Remuneration Tribunal for Federal Judges.

Commonwealth Remuneration Tribunal decisions

The Government notes the outcomes of the:

- 2025 review, determining an adjustment of 2.4 per cent to remuneration for Judicial and Related Offices, effective from 1 July 2025.
- 2026 review, determining no adjustment to remuneration for public offices in its jurisdiction, effective from 1 July 2026, subject to the outcomes of a 14-month comprehensive review being undertaken by the Commonwealth Remuneration Tribunal.

**Matters for the Tribunal to consider**

It continues to be important for the Government to remain a competitive employer. The Government appreciates the important contribution and achievement of office-holders over the preceding 12 months, and a remuneration increase would recognise this contribution.

Enterprise Bargaining

This information is included for background and context of the current environment regarding enterprise agreements in the ACTPS and is not intended as a recommendation to the Tribunal.

A new round of bargaining commenced in July 2025 with the issuing of the Notices of Representational Rights for ACT Public Sector Enterprise Agreements (except the ACT Fire and

Rescue Enterprise Agreement, which is yet to be issued, and Medical Practitioners Enterprise Agreement, which was issued in December 2025). All ACTPS agreements listed below have a nominal expiry date of 31 March 2026, with the exception of the ACT Fire and Rescue Agreement which has a nominal expiry date of 30 June 2026.

- ACTPS Infrastructure Services Enterprise Agreement 2023-2026;
- ACTPS Education Directorate Teaching Staff Enterprise Agreement 2023-2026;
- ACTPS Office of the Legislative Assembly Enterprise Agreement 2023-2026;
- ACTPS Administrative and Related Classifications Enterprise Agreement 2023-2026;
- ACTPS CIT General Staff Enterprise Agreement 2023-2026;
- ACTPS Correctional Officers Enterprise Agreement 2023-2026;
- ACTPS Legal Professionals Enterprise Agreement 2023-2026;
- ACTPS ACT Ambulance Service Enterprise Agreement 2023-2026;
- ACTPS CIT Teaching Staff Enterprise Agreement 2023-2026;
- ACTPS Cultural Facilities Corporation Enterprise Agreement 2023-2026;
- ACTPS Legislative Assembly Members' Staff Enterprise Agreement 2023-2026;
- ACTPS Support Services Enterprise Agreement 2023-2026;
- ACTPS Technical and Other Professionals Enterprise Agreement 2023-2026;
- ACTPS Transport Canberra Operations (ACTION) Enterprise Agreement 2023-2026;
- ACTPS Health Professional Enterprise Agreement 2023-2026;
- ACTPS Nursing and Midwifery Enterprise Agreement 2023-2026;
- ACTPS Fire & Rescue Enterprise Agreement 2024-2026; and
- ACTPS Medical Practitioners Enterprise Agreement 2023-2026.

In December 2025, the ACT Government made a formal pay offer as part of the current negotiations based on extensive discussion and consideration of claims tabled. Following further negotiations, in March 2026 the ACT Government provided a revised offer to bargaining parties with increases to the pay offer, while retaining all entitlements included in the previous offer.

The Government is proposing a three-year agreement with salary increases totalling 9%, plus an increase to superannuation reaching 13% before the end of the agreement. The pay offer comprises percentage increases payable twice a year in July and February as outlined in the table below.

| **Agreement Year** | **Percentage Increase** | **Date of Increase** |
|---|---|---|
| Year 1 | 3% | 1.5% July 2026<br>1.5% February 2027 |
| Year 2 | 3% | 1.5% July 2027<br>1.5% February 2028 |

| | | |
|---|---|---|
| Year 3 | 3% | 1.5% July 2028<br>1.5% February 2029 |
| Superannuation | +0.5% (reaching 13%) | 1 July 2028 |

The proposed offer includes enhanced leave provisions to improve flexibility and support for employees, including:

- paid Premature Birth Leave;
- supports and leave entitlements for parents who experience pregnancy loss;
- expanded access and flexibility to Parental Leave for both parents;
- increased Reproductive Health Leave;
- extended Religious Leave to cover other cultural purposes;
- removal of the cap on Family, Domestic and Sexual Violence Leave; and
- improved leave and entitlements for Aboriginal and Torres Strait Islander employees.

Under Section 63 of the Public Sector Management Standards 2016, these enhanced leave provisions will also be available to Senior Executive Service members.

Claims received from bargaining representatives will continue to be assessed, many of which have been further developed with the drafting of clauses. The Government will respond to all claims and will continue to work collaboratively to finalise the common core terms of the enterprise agreements.

The Government notes the Tribunal's decision in the Autumn 2026 Review to generally increase remuneration in the amount of 3 percent. The Government highlights the importance of ensuring that position holders considered during the Spring Sitting of the Tribunal receive increases in remuneration that are reasonably commensurate to that provided in the Autumn Sitting of the Tribunal, to avoid a lag in increases for these office-holders in comparison. The Government also notes the Tribunal's additional requirements relating to the federal Remuneration Tribunal's decisions for judicial office-holders.

**Conclusion**

In undertaking the 2026 Spring Review, the Government encourages the Tribunal to consider community expectations and the Territory's fiscal position when assessing the remuneration, allowances and other entitlements of the Office Holders covered by this review.

In its submission to the Autumn sitting 2026, the Government noted that while inflation moderated over the first half of 2025, prices began rising again across the economy in second half of the year. The unwinding of the Commonwealth's electricity rebates also led to higher inflation.

It is the Government's view that a balanced and moderate increase to remuneration, allowances or enhancement of other entitlements for position holders in the Tribunal's jurisdiction would be appropriate.

The Government wishes to acknowledge the important contribution that the Judiciary, judicial related roles, ACT Civil and Administrative Tribunal, the Integrity Commissioner and Chief Executive Officer, and Part-time Public Office Holders.

Thank you for the opportunity to provide a submission for the Spring 2026 review.