



Submission to the ACT Remuneration Tribunal 2022 Spring Review

September 2022

Background

The ACT Government acknowledges the Ngunnawal people as the Traditional Custodians of the land on which the Government operates.

The ACT Remuneration Tribunal (the Tribunal) advertised the 2022 Spring Review in September 2022. This review is looking into 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;
- 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 2022 Spring Review, and it is made without prejudice.

Context

The Government notes the outcomes of the:

- 2022 Autumn Review, held in May 2022, at which the Tribunal determined to provide an increase of 3.25% to the remuneration of positions holders, with additional adjustments for some position holders. The Tribunal noted that it had balanced the community standards and expectations, and noted the continuing uncertainty of circumstances due to COVID-19. The Tribunal also indicated the importance of the Territory providing competitive and equitable remuneration, allowances and other entitlements so that it can continue to attract and retain high calibre individuals;
- 2021 Spring Review, held in September and November 2021, at which the Tribunal determined that no adjustments be made to remuneration, allowances or other entitlements for the Chief Justice and Associate Justice and the Integrity Commissioner. Other Office Holders, inclusive of the CEO of the Integrity Commission received a 2% increase. Following the completion of the further examination of remuneration, allowances and other entitlements for Judicial and related Offices, various increases were determined for the Office Holders which were largely consistent with the 2% increase.

Matters for the Tribunal to consider

In the context of a recovering economy, the Government identifies the importance of balancing community expectations with the need for attracting and retaining talented statutory office-holders. The Government also notes the current rate of inflation and associated cost of living pressures.

It is important to the Government for it to remain and be seen as a competitive employer. The Government is appreciative of the important contribution and achievement of these office-holders over the preceding 12 months, and a measured remuneration increase would recognise this contribution.

The Government notes the Tribunal's decision in the Autumn 2022 Review to generally increase remuneration in the amount of 3.25%.

Remuneration under Enterprise Agreements

During 2021, COVID-19 caused delays to the enterprise agreement bargaining process. The Government wanted to ensure the bargaining process was conducted comprehensively and allow for full consideration of all terms and conditions of employment, while not delaying any pay increases. The Government finalised and balloted short-term 12-month agreements for sixteen agreements, with a small number of changes.

This approach was successfully voted up with the majority of the agreements due to expire by October 2022.

The pay increases under the agreements are:

1.35% payable from 9 December 2021; and

1.35% payable from 9 June 2022.

Bargaining re-commenced in early 2022 for the new ACT Public Sector enterprise agreements which are due to expire by October 2022.

The ACTPS enterprise agreements to be negotiated as part of the current round are as follows:

- ACTPS ACT Ambulance Service Enterprise Agreement 2021-2022
- ACTPS Administrative and Related Classifications Enterprise Agreement 2021-2022
- ACTPS CIT General Staff Enterprise Agreement 2021-2022
- ACTPS CIT Teaching Staff Enterprise Agreement 2021-2022
- ACTPS Correctional Officers Enterprise Agreement 2021-2022
- ACTPS Cultural Facilities Corporation Enterprise Agreement 2021-2022
- ACTPS Education Directorate Teaching Staff Enterprise Agreement 2018 – 2022
- ACTPS Health Professional Enterprise Agreement 2021-2022
- ACTPS Infrastructure Services Enterprise Agreement 2021-2022
- ACTPS Legal Professionals Enterprise Agreement 2021-2022
- ACT Legislative Assembly Members' Staff Enterprise Agreement 2021-2022
- ACTPS Medical Practitioners Enterprise Agreement 2021-2022
- ACTPS Nursing and Midwifery Enterprise Agreement 2020 -2022
- ACTPS Office of the Legislative Assembly Enterprise Agreement 2021-2022
- ACTPS Support Services Enterprise Agreement 2021-2022
- ACTPS Technical and Other Professionals Enterprise Agreement 2021-2022
- ACTPS Transport Canberra Operations (ACTION) Enterprise Agreement 2021-2022

Conclusion

In undertaking the 2022 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.

The wider ACT economy is emerging from the COVID-19 pandemic and our focus is on rebuilding our economic, social and community resilience. It is the Government's opinion that a measured increase to remuneration, allowances or enhancement of other entitlements for position holders in the Tribunal's jurisdiction would be appropriate.

Thank you for the opportunity to provide a submission for the Spring 2022 review. The Government wishes to acknowledge the important contribution that the judiciary, judicial related roles, Integrity Commissioner and Chief Executive Officer and Part-time Public Office-Holders provide to the ACT Community.