



Submission to the ACT Remuneration Tribunal 2025 Autumn Review

February 2025

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 on which the Government operates.

The ACT Remuneration Tribunal (the Tribunal) advertised the 2025 Autumn Review on 14 December 2024. This review is considering the remuneration and allowances to be paid and other entitlements to be granted to:

- Members of the Legislative Assembly;
- the Head of Service, Directors-General and ACT Public Service Executives;
- full-time Statutory Office Holders (including Officers of the Legislative Assembly); and
- any other positions that have been referred to the Tribunal for consideration.

This is the ACT Government Submission to the Tribunal's 2025 Autumn Review, and it is made without prejudice.

Context

ACT Remuneration Tribunal decisions

The Government notes the outcomes of:

- the 2024 Autumn Review, held in February 2024, at which the Tribunal determined to provide an increase of 3% to the remuneration of position holders; and
- the 2024 Spring Review, held in July 2024, at which the Tribunal determined to provide an increase of 3% to the remuneration of the majority 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.

Matters for the Tribunal to consider

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

However, it also draws to the Tribunal's attention the current Machinery of Government (MoG) changes, and the impacts anticipated on the ACT Public Service (ACTPS). The Government has indicated that in 2025, it would like the ACTPS to more closely align public service administration and resourcing with Government priorities.

Two new directorates will be formed by bringing together existing directorates/functions and/or teams. There will be no redundancies for non-SES staff as a result of the MoG changes.

- TCCS, EPSDD, Access Canberra and some related regulatory functions will come together as a single directorate.
- CSD and ACT Health will combine into a single directorate.

Noting this context, the Government highlights the importance of reflecting community expectations regarding the prioritisation of investment to support frontline service delivery, the

proportion of ACT Budget devoted to public sector salaries, and the need to continue to improve the ACT's fiscal position over the medium term, in its determinations.

Remuneration under Enterprise Agreements

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 for the Tribunal.

Bargaining commenced in early 2022 for the agreements due to expire by October 2022. A formal pay offer incorporating percentage and fixed dollar increases dating from January 2023 was agreed between bargaining parties. Importantly, the combination has provided workers on lower salaries with higher increases than what would be provided if a recurrent percentage was applied. The Government particularly notes the limited increases to be applied in 2025.

Date of increase	Amount	Increase type
Upon EA commencement	\$1,250	One off cost-of-living supplement
Jan-23	\$1,750	Flat increase
Jun-23	1%	% increase
Dec-23	\$1,750	Flat increase
Jun-24	1.50%	% increase
Dec-24	1% + \$1,500	% increase and flat increase
Jun-25	1%	% increase
Dec-25	1% + \$1,000	% increase and flat increase

The Common Terms and Conditions containing the formal pay offer were finalised upon the approval of the *ACTPS Infrastructure Services Enterprise Agreement 2023-2026* which came into effect on 26 June 2023.

The final pay offer also includes:

- a 0.5% increase to the Superannuation Guarantee from 1 July 2025 (which would bring contributions to Superannuation Guarantee funds up to 12%); and
- an additional 0.25% increase from 1 January 2026 (which would bring contributions to Superannuation Guarantee funds up to 12.25%).

These increases in the Superannuation Guarantee will be applied to SES members and statutory office holders under the current arrangements.

In addition to the pay offer, the ACT Government has enhanced employment conditions in recognition of the contribution and valuable work performed by employees. Some of the key initiatives include:

- expanding current leave entitlements, including the introduction of Assisted Reproductive Leave and the increase of paid birth leave from 18 to 24 weeks;
- broadening flex-time provisions;
- broadening access to the health and wellbeing allowance; and

- simplifying dispute and misconduct provisions.

The broadened leave arrangements apply to SES members and statutory office-holders under the current arrangements.

The status of the ACTPS enterprise agreements being negotiated as part of the current round are as follows.

- Agreements finalised and in effect:
 - 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
- Agreements under negotiation:
 - ACTPS Medical Practitioners Enterprise Agreement 2023-2026

Conclusion

In undertaking the 2025 Autumn 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 Spring 2024 submission referenced a strengthening of the wider ACT economy with a focus on rebuilding our economic, social and community resilience. The Government notes the inflation has continued to moderate. It is the Government's opinion 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.

Thank you for the opportunity to provide a submission for the Autumn 2025 review.

The Government wishes to acknowledge the important leadership and contribution that ACT Public Service Executives, Members of the Legislative Assembly, and Full-time Statutory Office Holders provide to the ACT community, strongly supported by employees of the ACT Public Service.