



Submission to the ACT Remuneration Tribunal 2025 Spring Review

June 2025

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 2025 Spring Review in June 2025. 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 2025 Spring Review, and it is made without prejudice.

Context

ACT Remuneration Tribunal decisions

The Government notes the outcomes of the:

- 2025 Autumn Review, held in March 2025, at which the Tribunal determined to provide an increase of 2 per cent to the remuneration of position holders.
- 2024 Spring Review, held in July 2024, at which the Tribunal determined to provide an increase of 3 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.

Federal Remuneration Tribunal decisions

The Government notes the outcomes of the:

- 2024 review, determining an adjustment of 3.5 per cent to remuneration for Judicial and Related Offices, effective from 1 July 2024.

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 and achievement of office-holders over the preceding 12 months, and a remuneration increase would recognise this contribution.

Machinery of Government (MoG) changes to the ACT Public Service (ACTPS) are scheduled for implementation on 1 July 2025. Details of the key principles and recommendations, and a summary of the actions required to achieve the outcome intended can be reviewed in the [ACTPS 2025 Taskforce Report](#) which was delivered to the Government in April 2025.

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:

- Transport Canberra and City Services, the Environment, Planning and Sustainable Development Directorate, Access Canberra and some related regulatory functions will merge to form the City & Environment Directorate; and

- Community Services Directorate and ACT Health will merge to form the Health & Community Services Directorate.

In this context, the Government highlights the importance of reflecting community expectations, 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.

The Government notes the Tribunal's decision in the Autumn 2025 Review to generally increase remuneration in the amount of 2 per cent. The Government highlights the importance of ensuring that position holders considered during the Spring Sitting receive increases in remuneration that are reasonably commensurate to that provided in the Autumn Sitting 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.

Remuneration under Enterprise Agreements

This information is included for background 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.

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 26 June 2023.

The final pay offer also includes:

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

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 leave entitlements, including the introduction of Assisted Reproductive Leave and an 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 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 subject to Fair Work Commission decision:
 - ACTPS Medical Practitioners Enterprise Agreement 2023-2026

A new round of bargaining is due to commence in August 2025 for all agreements due to expire in March 2026.

Conclusion

In undertaking the 2025 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.

As referenced in the Autumn 2025 submission, the wider ACT economy is strengthening and our focus is on rebuilding our economic, social and community resilience. The Government notes that 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.

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