



ACT
Government

Chief Minister, Treasury and
Economic Development

Freedom of Information Disclosure Log Publication Coversheet

The following information is provided pursuant to section 28 of the *Freedom of Information Act 2016*.

Application Details	
Ref. No.	CMTEDDFOI 2026-140
Date of Application	22 June 2026
Date of Decision	20 July 2026
Processing time (in working days)	20
Fees	N/A
Decision on Access	Full Release
Information Requested (summary)	Seeking templates for costings when budget bids to get a new policy funded.
Publication Details	
Original application	☒ Published ☐ N/A
Decision notice	☒ Published ☐ N/A
Documents and schedule	☒ Published ☐ N/A
Decision made by Ombudsman	N/A
Additional information identified by Ombudsman	N/A
Decision made by ACAT	N/A
Additional information identified by ACAT	N/A

-----Original Message-----

From: [REDACTED]
Sent: Wednesday, 24 June 2026 7:32 PM
To: CMTEDD FOI <CMTEDDFOI@act.gov.au>
Subject: RE: CMTEDDFOI 2026-140 - Freedom of Information request - New policy proposal templates

[You don't often get email from [REDACTED] Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

Caution: This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear CMTEDD FOI,

I am seeking templates for costings when directorates are making budget bids to get a new policy funded. It would be like an Excel spreadsheet where the number of staff and other costs are inputted, leading to a calculation of what it would cost the budget over the forward estimates.

Yours sincerely

-----Original Message-----

OFFICIAL

Good afternoon [REDACTED]

To better assist with processing your request, could we please get some further clarity around your scope.

Could you please clarify under section 34 of the freedom of information act:

You are making a reference to new policy proposal costing templates. Could you please give us some more detail so we can find the right documents for you. For example is it whole of government or for new Directorates such as CED?.

Policy documents don't have templates, so could you provide some more details on what you are looking for? so we can assist you to rescope your request to get you the exact documents you are after Has something prompted your query? This might assist us in understanding further.

Kind regards

CMTEDD Freedom Of Information Team
Phone: 02 6207 7754 | Email: [email address] Corporate | Chief Minister, Treasury and Economic Development
Directorate | ACT Government
220 London Circuit, Canberra ACT 2601 | GPO Box 158 Canberra ACT 2601 | act.gov.au

A new Smart Form has been implemented and is now available for all ACT Government Freedom of Information (FOI) access applications.

-----Original Message-----

From: [REDACTED]

Sent: Saturday, 20 June 2026 8:44 AM

To: CMTEDD FOI <CMTEDDFOI@act.gov.au>

Subject: CMTEDDFOI 2026-140 - Freedom of Information request - New policy proposal templates

[You don't often get email from [REDACTED] Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

Caution: This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear ACT Chief Minister, Treasury And Economic Development Directorate,

Under FOI, I am seeking the most recent soft copy of new policy proposal templates including new policy proposal costing templates in Excel format

Yours faithfully



FREEDOM OF INFORMATION REQUEST – NOTICE OF DECISION

I refer to your application under section 30 of the *Freedom of Information Act 2016* (the Act), received by the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) on 20 June 2026.

Specifically, you have sought access to the following information:

- *Under FOI, I am seeking the most recent soft copy of new policy proposal templates including new policy proposal costing templates in Excel format*

On 24 June 2026, following a clarification request, you confirmed:

- *I am seeking templates for costings when directorates are making budget bids to get a new policy funded. It would be like an Excel spreadsheet where the number of staff and other costs are inputted, leading to a calculation of what it would cost the budget over the forward estimates.*

Authority

I am an Information Officer appointed by the CMTEDD Director-General under section 18 of the Act to deal with access applications made under Part 5 of the Act.

Timeframes

In accordance with section 40 of the Act, CMTEDD is required to provide a decision on your access application within 30 days.

Therefore, a decision is due by **3 August 2026**.

Decision on access

Searches within CMTEDD records have identified one document in scope of your request.

I have decided to grant **full access** to that document.

The record identified as relevant to your application is listed in the schedule enclosed at **Attachment A**. This provides a description of the document that falls within the scope of your request and the access decision for that document.

Release of documents

The information being released to you is provided at **Attachment B**.

Statement of Reasons

In accordance with section 54(2) of the Act a statement of reasons outlining my decision is below. In reaching my access decision, I have taken the following into account:

- the Act
- the information that falls within the scope of your request

As a decision maker, I am required to determine whether the information within scope is in the public interest to release. To make this decision, I am required to:

- assess whether the information would be contrary to public interest to disclose as per **Schedule 1** of the Act.
- perform the public interest test as set out in section 17 of the Act by balancing the factors favouring disclosure and factors favouring nondisclosure in **Schedule 2** of the Act.

Exemptions claimed

Schedule 1: Information taken to be contrary to the public interest

My reasons for deciding not to grant access to the information or components of information found are as follows:

- *No relevant sections identified.*

Public Interest Test

The Act has a presumption in favour of disclosure. As a decision maker I am required to decide where, on balance, public interest lies. As part of this process, I must consider factors favouring disclosure and nondisclosure.

In *Hogan v Hinch* (2011) 243 CLR 506, [31] French CJ stated that when ‘used in a statute, the term [public interest] derives its content from “the subject matter and the scope and purpose” of the enactment in which it appears’. Section 17(1) of the Act sets out the test, to be applied to determine whether disclosure of information would be contrary to the public interest. These factors are found in subsection 17(2) and Schedule 2 of the Act.

Schedule 2: Factors to be considered when deciding the public interest

Taking into consideration the information within scope of your request, I have identified the following public interest factor as relevant to determine if release of the information contained within this document is within the ‘public interest’.

Factors favouring disclosure (Section 2.1)

- *Section 2.1(a)(iv) - ensure effective oversight of expenditure of public funds.*

In the context of this request, I appreciate that this document gives some insight into a government process used to identify costs associated when making budget bids. I am satisfied that this factor favouring disclosure carries some weight.

Factors favouring nondisclosure (Section 2.2)

- *No relevant sections identified*

As such, I consider it to be in the public interest to release this document in full.

Charges

Processing charges are not applicable for this request because the number of pages released to you is below the charging threshold of 50.

Online publishing – Disclosure Log

Under section 28 of the Act, CMTEDD maintains an online record of access applications called a [disclosure log](#).

Your original access application and my decision will be published on the CMTEDD disclosure log. Your personal contact details will not be published.

Ombudsman Review

My decision on your access request is a reviewable decision as identified in Schedule 3 of the Act. You have the right to seek Ombudsman review of this outcome under section 73 of the Act within 20 working days from the day that my decision is provided to you, or a longer period allowed by the Ombudsman.

We recommend using this form [Applying for an Ombudsman Review](#) to ensure you provide all of the required information. Alternatively, you may write to the Ombudsman at:

The ACT Ombudsman
GPO Box 442
CANBERRA ACT 2601

Via email: actfoi@ombudsman.gov.au

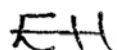
ACT Civil and Administrative Tribunal (ACAT) Review

Under section 84 of the Act, if a decision is made under section 82(1) on an Ombudsman review, you may apply to the ACAT for review of the Ombudsman decision. Further information may be obtained from the ACAT at:

ACT Civil and Administrative Tribunal
GPO Box 370
Canberra City ACT 2601
Telephone: (02) 6207 1740
<http://www.acat.act.gov.au/>

Should you have any queries in relation to your request please contact the CMTEDD FOI Team by telephone on 6207 7754 or email CMTEDDFOI@act.gov.au.

Yours sincerely



Emma Hotham

Information Officer
Chief Minister, Treasury and Economic Development Directorate

20 July 2026



ACT
Government

Chief Minister, Treasury and
Economic Development

FREEDOM OF INFORMATION REQUEST SCHEDULE

WHAT ARE THE PARAMETERS OF THE REQUEST

Reference NO.

"I am seeking templates for costings when directorates are making budget bids to get a new policy funded. It would be like an Excel spreadsheet where the number of staff and other costs are inputted, leading to a calculation of what it would cost the budget over the forward estimates."

CMTEDDFOI 2026-140

Ref No	Page number	Description	Date	Status	Reason for Exemption	Online Release Status
1	1-6	2026-27 Average Salary Costing Template	Undated	Full Release	N/A	Yes
Total No of Docs						
1						

2026-27 AVERAGE SALARY COSTING TEMPLATE (Whole of Government)

Assumptions

Salary figures based on average of salary classification increments.
New staff superannuation rates have been applied as indicated.

Instructions for manual lines

In columns N-5, enter each salary increment as it appears in the EBA at 9 June 2022. The template will automatically apply the Government's pay offer for 2024-25 and beyond.

2026-27											
Position Level	Average Salary (a)	Superannuation (12.50%) (b)	LSI/LL (4%) (c)	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate* (e)	Total Workers Comp (f)	Total Salary and Salary On-Costs (d) + (f) = (g)	Admin On-Costs (h)	Total Salary, Salary on-costs and admin on-costs (g) + (h) = (i)	Number of Staff (FTE) (j)	Total Costs (i) x (j) = (k)
SOG A	172,777	21,597	6,911	201,285		0.0	201,285	23,397	224,682		0
SOG B	158,078	19,760	6,323	184,161		0.0	184,161	23,397	207,558		0
SOG C	132,544	16,568	5,302	154,413		0.0	154,413	23,397	177,810		0
ASO 6	109,070	13,634	4,363	127,066		0.0	127,066	23,397	150,463		0
ASO 5	98,491	12,311	3,940	114,742		0.0	114,742	23,397	138,139		0
ASO 4	90,248	11,281	3,610	105,139		0.0	105,139	23,397	128,536		0
ASO 3	81,524	10,191	3,261	94,976		0.0	94,976	23,397	118,373		0
ASO 2	73,563	9,195	2,943	85,701		0.0	85,701	23,397	109,098		0
MANUAL 1	5,820	727	233	6,780		0.0	6,780	23,397	30,177		0
MANUAL 2	5,820	727	233	6,780		0.0	6,780	23,397	30,177		0
MANUAL 3	5,820	727	233	6,780		0.0	6,780	23,397	30,177		0

*The applicable Workers' Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**A growth rate of 1.3% has been used in 2026-27 to 2029-30 as the Government pay offer applies from 2022-23 to 2025-26 only.

Total0.00

2027-28											
Position Level	Average Salary (a)	Superannuation (12.50%) (b)	LSI/LL (4%) (c)	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate* (e)	Total Workers Comp (f)	Total Salary and Salary On-Costs (d) + (f) = (g)	Admin On-Costs (h)	Total Salary, Salary on-costs and admin on-costs (g) + (h) = (i)	Number of Staff (FTE) (j)	Total Costs (i) x (j) = (k)
SOG A	175,023	21,878	7,001	203,901		0.0	203,901	23,982	227,883		0
SOG B	160,133	20,017	6,405	186,555		0.0	186,555	23,982	210,537		0
SOG C	134,267	16,783	5,371	156,421		0.0	156,421	23,982	180,403		0
ASO 6	110,488	13,811	4,420	128,718		0.0	128,718	23,982	152,700		0
ASO 5	99,772	12,471	3,991	116,234		0.0	116,234	23,982	140,216		0
ASO 4	91,421	11,428	3,657	106,505		0.0	106,505	23,982	130,487		0
ASO 3	82,584	10,323	3,303	96,210		0.0	96,210	23,982	120,192		0
ASO 2	74,519	9,315	2,981	86,815		0.0	86,815	23,982	110,797		0
MANUAL 1	5,896	737	236	6,868		0.0	6,868	23,982	30,850		0
MANUAL 2	5,896	737	236	6,868		0.0	6,868	23,982	30,850		0
MANUAL 3	5,896	737	236	6,868		0.0	6,868	23,982	30,850		0

*The applicable Workers' Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**A growth rate of 1.3% has been used in 2026-27 to 2029-30 as the Government pay offer applies from 2022-23 to 2025-26 only.

Total0.00

2028-29											
Position Level	Average Salary (a)	Superannuation (12.50%) (b)	LSI/LL (4%) (c)	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate* (e)	Total Workers Comp (f)	Total Salary and Salary On-Costs (d) + (f) = (g)	Admin On-Costs (h)	Total Salary, Salary on-costs and admin on-costs (g) + (h) = (i)	Number of Staff (FTE) (j)	Total Costs (i) x (j) = (k)
SOG A	177,298	22,162	7,092	206,552		0.0	206,552	24,581	231,134		0
SOG B	162,215	20,277	6,489	188,980		0.0	188,980	24,581	213,562		0
SOG C	136,012	17,002	5,440	158,454		0.0	158,454	24,581	183,036		0
ASO 6	111,924	13,991	4,477	130,392		0.0	130,392	24,581	154,973		0
ASO 5	101,069	12,634	4,043	117,745		0.0	117,745	24,581	142,326		0
ASO 4	92,609	11,576	3,704	107,890		0.0	107,890	24,581	132,471		0
ASO 3	83,658	10,457	3,346	97,461		0.0	97,461	24,581	122,043		0
ASO 2	75,488	9,436	3,020	87,944		0.0	87,944	24,581	112,525		0
MANUAL 1	5,972	747	239	6,958		0.0	6,958	24,581	31,539		0
MANUAL 2	5,972	747	239	6,958		0.0	6,958	24,581	31,539		0
MANUAL 3	5,972	747	239	6,958		0.0	6,958	24,581	31,539		0

*The applicable Workers' Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**A growth rate of 1.3% has been used in 2026-27 to 2029-30 as the Government pay offer applies from 2022-23 to 2025-26 only.

Total0.00

2029-30											
Position Level	Average Salary (a)	Superannuation (12.50%) (b)	LSI/LL (4%) (c)	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate* (e)	Total Workers Comp (f)	Total Salary and Salary On-Costs (d) + (f) = (g)	Admin On-Costs (h)	Total Salary, Salary on-costs and admin on-costs (g) + (h) = (i)	Number of Staff (FTE) (j)	Total Costs (i) x (j) = (k)
SOG A	179,603	22,450	7,184	209,237		0.0	209,237	25,196	234,433		0
SOG B	164,324	20,540	6,573	191,437		0.0	191,437	25,196	216,633		0
SOG C	137,780	17,223	5,511	160,514		0.0	160,514	25,196	185,710		0
ASO 6	113,379	14,172	4,535	132,087		0.0	132,087	25,196	157,283		0
ASO 5	102,383	12,798	4,095	119,276		0.0	119,276	25,196	144,472		0
ASO 4	93,813	11,727	3,753	109,293		0.0	109,293	25,196	134,489		0
ASO 3	84,745	10,593	3,390	98,728		0.0	98,728	25,196	123,924		0
ASO 2	76,469	9,559	3,059	89,087		0.0	89,087	25,196	114,283		0
MANUAL 1	6,050	756	242	7,048		0.0	7,048	25,196	32,244		0
MANUAL 2	6,050	756	242	7,048		0.0	7,048	25,196	32,244		0
MANUAL 3	6,050	756	242	7,048		0.0	7,048	25,196	32,244		0

*The applicable Workers' Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**A growth rate of 1.3% has been used in 2026-27 to 2029-30 as the Government pay offer applies from 2022-23 to 2025-26 only.

Total0.00

Overall Total0.00

Impacts	2026-27	2027-28	2028-29	2029-30
\$	0	0	0	0
FTE	0.0	0.0	0.0	0.0

Salary as per EBA as at 09/06/2022								
Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Average
157,201								157,201
135,355	142,352	152,377						143,361
114,928	123,710							119,319
91,315	93,530	96,016	100,714	104,509				97,217
84,749	87,315	89,705						87,256
76,255	78,591	80,566	82,566					79,495
68,685	70,403	72,115	73,920					71,281
60,620	62,216	63,781	65,367	66,939				63,785
0								0
								0
								0

2026-27 AVERAGE SALARY COSTING TEMPLATE (Whole of Government)

Assumptions

Salary figures based on average of salary classification increments
New staff superannuation rates have been applied as indicated.

68852.10967

2026-27

Position Level	Average Salary (a)	Superannuation (12.50%) (b)	LSL/LL (4%) (c)	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate* (e)	Total Workers Comp (f)	Total Salary and Salary On-Costs (d) + (f) = (g)	Admin On-Costs (h)	Total Salary, Salary on-costs and admin on-costs (g) + (h) = (i)	Number of Staff (FTE) (j)	Total Costs (i) x (j) = (k)
GSO2	68,221	8,528	2,729	79,478		0.0	79,478	23,397	102,875		0
GSO3	69,747	8,718	2,790	81,255		0.0	81,255	23,397	104,652		0
GSO4	74,985	9,373	2,999	87,358		0.0	87,358	23,397	110,755		0
GSO5	79,544	9,943	3,182	92,669		0.0	92,669	23,397	116,066		0
GSO6	84,128	10,516	3,365	98,010		0.0	98,010	23,397	121,407		0
GSO7	88,811	11,101	3,552	103,464		0.0	103,464	23,397	126,861		0
GSO8	94,545	11,818	3,782	110,145		0.0	110,145	23,397	133,542		0
GSO9	101,319	12,665	4,053	118,037		0.0	118,037	23,397	141,434		0
GSO10	111,534	13,942	4,461	129,937		0.0	129,937	23,397	153,334		0
BSO1	69,747	8,718	2,790	81,255		0.0	81,255	23,397	104,652		0
BSO2	81,495	10,187	3,260	94,942		0.0	94,942	23,397	118,339		0
BSO3	87,630	10,954	3,505	102,089		0.0	102,089	23,397	125,486		0
BSO4	111,534	13,942	4,461	129,937		0.0	129,937	23,397	153,334		0
CSO1	69,747	8,718	2,790	81,255		0.0	81,255	23,397	104,652		0
CSO2	75,335	9,417	3,013	87,765		0.0	87,765	23,397	111,162		0
CSO3	87,630	10,954	3,505	102,089		0.0	102,089	23,397	125,486		0
CSO4	106,171	13,271	4,247	123,689		0.0	123,689	23,397	147,086		0
BTG	97,135	12,142	3,885	113,162		0.0	113,162	23,397	136,559		0
SBTG	102,994	12,874	4,120	119,988		0.0	119,988	23,397	143,385		0

*The applicable Workers' Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**A growth rate of 1.3% has been used in 2026-27 to 2029-30 as the Government pay offer applies from 2022-23 to 2025-26 only.

Total0.00.0

2027-28

Position Level	Average Salary (a)	Superannuation (12.50%) (b)	LSL/LL (4%) (c)	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate* (e)	Total Workers Comp (f)	Total Salary and Salary On-Costs (d) + (f) = (g)	Admin On-Costs (h)	Total Salary, Salary on-costs and admin on-costs (g) + (h) = (i)	Number of Staff (FTE) (j)	Total Costs (i) x (j) = (k)
GSO3	70,654	8,832	2,826	82,312		0.0	82,312	23,982	106,294		0
GSO4	75,960	9,495	3,038	88,493		0.0	88,493	23,982	112,475		0
GSO5	80,578	10,072	3,223	93,874		0.0	93,874	23,982	117,856		0
GSO6	85,222	10,653	3,409	99,284		0.0	99,284	23,982	123,266		0
GSO7	89,965	11,246	3,599	104,809		0.0	104,809	23,982	128,791		0
GSO8	95,774	11,972	3,831	111,577		0.0	111,577	23,982	135,559		0
GSO9	102,636	12,830	4,105	119,572		0.0	119,572	23,982	143,553		0
GSO10	112,984	14,123	4,519	131,626		0.0	131,626	23,982	155,608		0
BSO1	70,654	8,832	2,826	82,312		0.0	82,312	23,982	106,294		0
BSO2	82,555	10,319	3,302	96,176		0.0	96,176	23,982	120,158		0
BSO3	88,769	11,096	3,551	103,416		0.0	103,416	23,982	127,398		0
BSO4	112,984	14,123	4,519	131,626		0.0	131,626	23,982	155,608		0
CSO1	70,654	8,832	2,826	82,312		0.0	82,312	23,982	106,294		0
CSO2	76,314	9,539	3,053	88,906		0.0	88,906	23,982	112,888		0
CSO3	88,769	11,096	3,551	103,416		0.0	103,416	23,982	127,398		0
CSO4	107,551	13,444	4,302	125,297		0.0	125,297	23,982	149,279		0
BTG	98,398	12,300	3,936	114,633		0.0	114,633	23,982	138,615		0
SBTG	104,333	13,042	4,173	121,548		0.0	121,548	23,982	145,530		0

*The applicable Workers' Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**A growth rate of 1.3% has been used in 2026-27 to 2029-30 as the Government pay offer applies from 2022-23 to 2025-26 only.

Total0.00.0

2028-29

Position Level	Average Salary (a)	Superannuation (12.50%) (b)	LSL/LL (4%) (c)	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate* (e)	Total Workers Comp (f)	Total Salary and Salary On-Costs (d) + (f) = (g)	Admin On-Costs (h)	Total Salary, Salary on-costs and admin on-costs (g) + (h) = (i)	Number of Staff (FTE) (j)	Total Costs (i) x (j) = (k)
GSO3	71,572	8,947	2,863	83,382		0.0	83,382	24,581	107,963		0
GSO4	76,947	9,618	3,078	89,644		0.0	89,644	24,581	114,225		0
GSO5	81,626	10,203	3,265	95,094		0.0	95,094	24,581	119,676		0
GSO6	86,330	10,791	3,453	100,574		0.0	100,574	24,581	125,156		0
GSO7	91,135	11,392	3,645	106,172		0.0	106,172	24,581	130,753		0
GSO8	97,019	12,127	3,881	113,028		0.0	113,028	24,581	137,609		0
GSO9	103,971	12,996	4,159	121,126		0.0	121,126	24,581	145,707		0
GSO10	114,452	14,307	4,578	133,337		0.0	133,337	24,581	157,918		0
BSO1	71,572	8,947	2,863	83,382		0.0	83,382	24,581	107,963		0
BSO2	83,628	10,453	3,345	97,427		0.0	97,427	24,581	122,008		0
BSO3	89,923	11,240	3,597	104,760		0.0	104,760	24,581	129,342		0
BSO4	114,452	14,307	4,578	133,337		0.0	133,337	24,581	157,918		0
CSO1	71,572	8,947	2,863	83,382		0.0	83,382	24,581	107,963		0
CSO2	77,306	9,663	3,092	90,062		0.0	90,062	24,581	114,643		0
CSO3	89,923	11,240	3,597	104,760		0.0	104,760	24,581	129,342		0
CSO4	108,949	13,619	4,358	126,926		0.0	126,926	24,581	151,508		0
BTG	99,677	12,460	3,987	116,123		0.0	116,123	24,581	140,705		0
SBTG	105,689	13,211	4,228	123,128		0.0	123,128	24,581	147,710		0

*The applicable Workers' Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**A growth rate of 1.3% has been used in 2026-27 to 2029-30 as the Government pay offer applies from 2022-23 to 2025-26 only.

Total0.00.0

2029-30

Position Level	Average Salary (a)	Superannuation (12.50%) (b)	LSL/LL (4%) (c)	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate* (e)	Total Workers Comp (f)	Total Salary and Salary On-Costs (d) + (f) = (g)	Admin On-Costs (h)	Total Salary, Salary on-costs and admin on-costs (g) + (h) = (i)	Number of Staff (FTE) (j)	Total Costs (i) x (j) = (k)
GSO3	72,503	9,063	2,900	84,466		0.0	84,466	25,196	109,662		0
GSO4	77,948	9,743	3,118	90,809		0.0	90,809	25,196	116,005		0
GSO5	82,687	10,336	3,307	96,331		0.0	96,331	25,196	121,527		0
GSO6	87,452	10,932	3,498	101,882		0.0	101,882	25,196	127,078		0
GSO7	92,319	11,540	3,693	107,552		0.0	107,552	25,196	132,748		0
GSO8	98,281	12,285	3,931	114,497		0.0	114,497	25,196	139,693		0
GSO9	105,322	13,165	4,213	122,701		0.0	122,701	25,196	147,897		0
GSO10	115,940	14,493	4,638	135,070		0.0	135,070	25,196	160,266		0
BSO1	72,503	9,063	2,900	84,466		0.0	84,466	25,196	109,662		0
BSO2	84,715	10,589	3,389	98,693		0.0	98,693	25,196	123,889		0
BSO3	91,092	11,386	3,644	106,122		0.0	106,122	25,196	131,318		0
BSO4	115,940	14,493	4,638	135,070		0.0	135,070	25,196	160,266		0
CSO1	72,503	9,063	2,900	84,466		0.0	84,466	25,196	109,662		0
CSO2	78,311	9,789	3,132	91,233		0.0	91,233	25,196	116,429		0
CSO3	91,092	11,386	3,644	106,122		0.0	106,122	25,196	131,318		0
CSO4	110,366	13,796	4,415	128,576		0.0	128,576	25,196	153,772		0
BTG	100,973	12,622	4,039	117,633		0.0	117,633	25,196	142,829		0
SBTG	107,063	13,383	4,283	124,729		0.0	124,729	25,196	149,925		0

*The applicable Workers' Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**A growth rate of 1.3% has been used in 2026-27 to 2029-30 as the Government pay offer applies from 2022-23 to 2025-26 only.

Total0.00

Overall Total0.00

Impacts	2026-27	2027-28	2028-29	2029-30
\$	0	0	0	0
FTE	0.0	0.0	0.0	0.0

2026-27 AVERAGE SALARY COSTING TEMPLATE (Executive)

Assumptions

New staff superannuation rates have been applied as indicated.

2026-27												
Executive Level	Salary (a)	Additional Salary - Vehicle Entitlement** (b)	FBT Vehicle Allowance (c)	Total Salary for Superannuation Purposes (d)	Superannuation (12.50%) (e)	LSL (d) x 2.5% = (f)	Workers' Comp Rate* (g)	Total Workers Comp (f) x (g) = (h)	Admin On-Costs (i)	Total Unit Cost (d) + (e) + (f) + (h) + (i) = (j)	Number of Staff (FTE) (k)	Total Costs (j) x (k) = (l)
Level 1.1	180,625	24,000	7,500	212,125	26,516	5,303		0.0	23,397	267,341		0
Level 1.2	195,900	24,000	7,500	227,400	28,425	5,685		0.0	23,397	284,907		0
Level 1.3	211,164	24,000	7,500	242,664	30,333	6,067		0.0	23,397	302,460		0
Level 1.4	226,369	24,000	7,500	257,869	32,234	6,447		0.0	23,397	319,946		0
Level 2.1	241,708	24,500	7,500	273,708	34,213	6,843		0.0	23,397	338,161		0
Level 2.2	263,002	24,500	7,500	295,002	36,875	7,375		0.0	23,397	362,649		0
Level 2.3	284,285	24,500	7,500	316,285	39,536	7,907		0.0	23,397	387,125		0
Level 2.4	305,660	24,500	7,500	337,660	42,207	8,441		0.0	23,397	411,706		0
Level 3.1	327,045	25,000	7,500	359,545	44,943	8,989		0.0	23,397	436,874		0
Level 3.2	340,166	25,000	7,500	372,666	46,583	9,317		0.0	23,397	451,963		0
Level 3.3	353,669	25,000	7,500	386,169	48,271	9,654		0.0	23,397	467,491		0
Level 3.4	366,966	25,000	7,500	399,466	49,933	9,987		0.0	23,397	482,783		0
Level 4.1	380,153	25,500	7,500	413,153	51,644	10,329		0.0	23,397	498,522		0
Level 4.2	391,144	25,500	7,500	424,144	53,018	10,604		0.0	23,397	511,162		0
Level 4.3	405,251	25,500	7,500	438,251	54,781	10,956		0.0	23,397	527,385		0
Level 4.4	441,719	25,500	7,500	474,719	59,340	11,868		0.0	23,397	569,323		0

*The applicable Workers' Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**Additional annual salary payable following changes to the PSM Standards on 23 December 2021 - Executive Vehicle Entitlements

Total	0.0	0
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2027-28												
Executive Level	Salary (a)	Additional Salary - Vehicle Entitlement** (b)	FBT Vehicle Allowance (c)	Total Salary for Superannuation Purposes (d)	Superannuation (12.50%) (e)	LSL (d) x 2.5% = (f)	Workers' Comp Rate* (g)	Total Workers Comp (f) x (g) = (h)	Admin On-Costs (i)	Total Unit Cost (d) + (e) + (f) + (h) + (i) = (j)	Number of Staff (FTE) (k)	Total Costs (j) x (k) = (l)
Level 1.1	182,973	24,000	7,500	214,473	26,809	5,362		0.0	23,982	270,626		0
Level 1.2	198,447	24,000	7,500	229,947	28,743	5,749		0.0	23,982	288,421		0
Level 1.3	213,909	24,000	7,500	245,409	30,676	6,135		0.0	23,982	306,202		0
Level 1.4	229,312	24,000	7,500	260,812	32,601	6,520		0.0	23,982	323,916		0
Level 2.1	244,850	24,500	7,500	276,850	34,606	6,921		0.0	23,982	342,360		0
Level 2.2	266,421	24,500	7,500	298,421	37,303	7,461		0.0	23,982	367,166		0
Level 2.3	287,981	24,500	7,500	319,981	39,998	8,000		0.0	23,982	391,960		0
Level 2.4	309,633	24,500	7,500	341,633	42,704	8,541		0.0	23,982	416,860		0
Level 3.1	331,297	25,000	7,500	363,797	45,475	9,095		0.0	23,982	442,348		0
Level 3.2	344,589	25,000	7,500	377,089	47,136	9,427		0.0	23,982	457,634		0
Level 3.3	358,266	25,000	7,500	390,766	48,846	9,769		0.0	23,982	473,363		0
Level 3.4	371,737	25,000	7,500	404,237	50,530	10,106		0.0	23,982	488,854		0
Level 4.1	385,095	25,500	7,500	418,095	52,262	10,452		0.0	23,982	504,791		0
Level 4.2	396,228	25,500	7,500	429,228	53,654	10,731		0.0	23,982	517,595		0
Level 4.3	410,519	25,500	7,500	443,519	55,440	11,088		0.0	23,982	534,029		0
Level 4.4	447,461	25,500	7,500	480,461	60,058	12,012		0.0	23,982	576,512		0

*The applicable Workers' Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**Additional annual salary payable following changes to the PSM Standards on 23 December 2021 - Executive Vehicle Entitlements

Total 0.0 0

2028-29												
Executive Level	Salary (a)	Additional Salary - Vehicle Entitlement** (b)	FBT Vehicle Allowance (c)	Total Salary for Superannuation Purposes (d)	Superannuation (12.50%) (e)	LSL (d) x 2.5% = (f)	Workers' Comp Rate* (g)	Total Workers Comp (f) x (g) = (h)	Admin On-Costs (i)	Total Unit Cost (d) + (e) + (f) + (h) + (i) = (j)	Number of Staff (FTE) (k)	Total Costs (j) x (k) = (l)
Level 1.1	185,352	24,000	7,500	216,852	27,106	5,421		0.0	24,581	273,961		0
Level 1.2	201,027	24,000	7,500	232,527	29,066	5,813		0.0	24,581	291,987		0
Level 1.3	216,690	24,000	7,500	248,190	31,024	6,205		0.0	24,581	310,000		0
Level 1.4	232,293	24,000	7,500	263,793	32,974	6,595		0.0	24,581	327,943		0
Level 2.1	248,033	24,500	7,500	280,033	35,004	7,001		0.0	24,581	346,620		0
Level 2.2	269,885	24,500	7,500	301,885	37,736	7,547		0.0	24,581	371,749		0
Level 2.3	291,725	24,500	7,500	323,725	40,466	8,093		0.0	24,581	396,865		0
Level 2.4	313,658	24,500	7,500	345,658	43,207	8,641		0.0	24,581	422,089		0
Level 3.1	335,603	25,000	7,500	368,103	46,013	9,203		0.0	24,581	447,900		0
Level 3.2	349,068	25,000	7,500	381,568	47,696	9,539		0.0	24,581	463,385		0
Level 3.3	362,924	25,000	7,500	395,424	49,428	9,886		0.0	24,581	479,319		0
Level 3.4	376,569	25,000	7,500	409,069	51,134	10,227		0.0	24,581	495,011		0
Level 4.1	390,101	25,500	7,500	423,101	52,888	10,578		0.0	24,581	511,147		0
Level 4.2	401,379	25,500	7,500	434,379	54,297	10,859		0.0	24,581	524,118		0
Level 4.3	415,856	25,500	7,500	448,856	56,107	11,221		0.0	24,581	540,765		0
Level 4.4	453,278	25,500	7,500	486,278	60,785	12,157		0.0	24,581	583,801		0

*The applicable Workers' Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**Additional annual salary payable following changes to the PSM Standards on 23 December 2021 - Executive Vehicle Entitlements

Total 0.0 0

2029-30												
Executive Level	Salary (a)	Additional Salary - Vehicle Entitlement** (b)	FBT Vehicle Allowance (c)	Total Salary for Superannuation Purposes (d)	Superannuation (12.50%) (e)	LSL (d) x 2.5% = (f)	Workers' Comp Rate* (g)	Total Workers Comp (f) x (g) = (h)	Admin On-Costs (i)	Total Unit Cost (d) + (e) + (f) + (h) + (i) = (j)	Number of Staff (FTE) (k)	Total Costs (j) x (k) = (l)
Level 1.1	187,761	24,000	7,500	219,261	27,408	5,482		0.0	25,196	277,347		0
Level 1.2	203,640	24,000	7,500	235,140	29,392	5,878		0.0	25,196	295,607		0
Level 1.3	219,507	24,000	7,500	251,007	31,376	6,275		0.0	25,196	313,854		0
Level 1.4	235,313	24,000	7,500	266,813	33,352	6,670		0.0	25,196	332,031		0
Level 2.1	251,258	24,500	7,500	283,258	35,407	7,081		0.0	25,196	350,942		0
Level 2.2	273,393	24,500	7,500	305,393	38,174	7,635		0.0	25,196	376,398		0
Level 2.3	295,517	24,500	7,500	327,517	40,940	8,188		0.0	25,196	401,841		0
Level 2.4	317,736	24,500	7,500	349,736	43,717	8,743		0.0	25,196	427,392		0
Level 3.1	339,966	25,000	7,500	372,466	46,558	9,312		0.0	25,196	453,532		0
Level 3.2	353,606	25,000	7,500	386,106	48,263	9,653		0.0	25,196	469,218		0
Level 3.3	367,642	25,000	7,500	400,142	50,018	10,004		0.0	25,196	485,359		0
Level 3.4	381,465	25,000	7,500	413,965	51,746	10,349		0.0	25,196	501,256		0
Level 4.1	395,172	25,500	7,500	428,172	53,522	10,704		0.0	25,196	517,594		0
Level 4.2	406,597	25,500	7,500	439,597	54,950	10,990		0.0	25,196	530,733		0
Level 4.3	421,262	25,500	7,500	454,262	56,783	11,357		0.0	25,196	547,597		0
Level 4.4	459,171	25,500	7,500	492,171	61,521	12,304		0.0	25,196	591,192		0

*The applicable Workers’ Compensation rate should be used. The figure is a percentage of the average salary (found on the Workers' Comp Rate tab)

**Additional annual salary payable following changes to the PSM Standards on 23 December 2021 - Executive Vehicle Entitlements

Total	0.0	0
Overall Total	0.0	0

Impacts	2026-27	2027-28	2028-29	2029-30
\$	0	0	0	0
FTE	0.0	0.0	0.0	0.0

Current Agency	Current Premium Rate
Canberra Health Services	1.39%
North Canberra Hospital	1.45%
Canberra Health Services	1.39%
Canberra Institute of Technology	1.82%
Infrastructure Canberra	1.54%
Major Projects Canberra	1.23%
ACT Property Group	2.28%
University of Canberra	0.90%
WorkSafe ACT	2.91%
Chief Minister, Treasury & Economic Development	0.90%
Chief Minister Stream	0.82%
Chief Minister (Core)	0.78%
Economic Development (Core)	0.89%
Digital, Data and Technology Solution (ICT Only)	0.84%
Treasury Stream	1.16%
Treasury Stream (Core)	1.13%
ACTIA	1.50%
Education	2.16%
Education Directorate (excl Cleaners)	2.16%
Education Directorate (Cleaners)	2.16%
Justice and Community Safety	3.54%
JACS (Core)	1.86%
ACT Corrective Services (ACTCS)	4.23%
ACT Emergency Services Agency (ESA)	4.67%
Health and Community Services Directorate	1.83%
ACT Health	1.39%
Community Services	2.20%
Housing ACT	2.20%
City and Environment Directorate	2.41%
Access Canberra (Core)	1.08%
Environment Planning and Sustainable Development	1.47%
Public Transport Operations	2.49%
Yarralumla Nursery	2.85%
Capital Linen Service	4.17%
Transport Canberra and City Services Other	2.96%
Canberra Cemeteries	3.05%
Digital canberra	1.39%
Digital, Data and Technology Solution	0.84%
Digital Solutions	1.39%
Pooled Entities Group A	1.35%
ACT Audit Office	1.35%
City Renewal Authority	1.35%
Suburban Land Agency	1.35%
Public Trustee and Guardian	1.35%
Legal Aid ACT	1.35%
Pooled Entities Group B	1.26%
ACT Building & Construction Industry Training Fund Authority	1.26%
ACT Electoral Commission	1.26%
ACT Gambling and Racing Commission	1.26%
ACT Government Executives	1.26%
ACT Integrity Commission	1.26%
ACT Long Service Leave Authority	1.26%
ACT Teacher Quality Institute	1.26%
Independent Competition and Regulatory Commission	1.26%
Office of the Legislative Assembly	1.26%
Legislative Assembly Members Staff	1.26%