



Information Session

Key Changes to the ACTPS
Administrative and Related
Classifications Enterprise Agreement
2026-2029





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. We acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region.

Agenda

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01 | The Bargaining Process

02 | Proposed Amendments to the Agreement

03 | Questions

Housekeeping



Please ask questions using the 'Slido' Q&A function



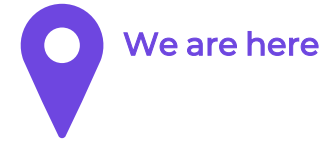
Please note this information session is being recorded

Legend



This is a clause reference

The Bargaining Process



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1 Notice to Bargain

- Provide notice to Unions that the ACT Government intends to replace the current EA.
- ACT Government issues a Notice of Employee Representational Rights (NERR) within 14 days of providing notice to Unions
- Nominations are invited for bargaining representatives.
- Unions with members are automatically representatives, other individuals or organisations may be nominated to represent employees covered by the Agreement

2 Bargaining Negotiations

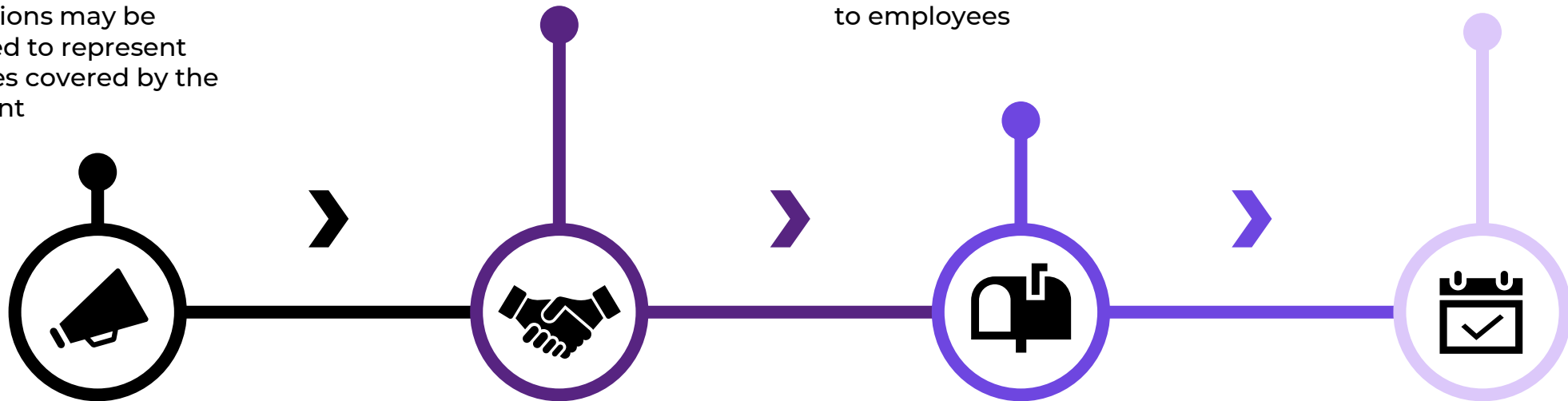
- Discussions and negotiations take place between the ACT Government & bargaining representatives
- Directorates encouraged to consult with employees throughout bargaining
- The bargaining process and timeframes vary for each Agreement

3 Access & Ballot

- **14-day access period:** 12 – 25 August 2026 → Employees review the proposed Agreement and supporting materials
- **14-day ballot period:** 26 August 2026 – 8 September 2026 → Employees vote on the proposed Agreement
- The Agreement is approved if majority of employees who vote support it
- The outcome communicated to employees

4 Fair Work Commission

- Following majority employee support, the proposed agreement is lodged with the Fair Work Commission (FWC) within 14 days of the vote
- FWC reviews and decides whether to approve the Agreement
- If approved, the Agreement commences 7 days after



Key Information

Key changes to the
proposed Agreement

Key Changes at a Glance: Pay



C2: Remuneration
C3: Cost of Living
Payment

D7: Superannuation

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PAY

3% pay rise over three years

3% each year, split as 1.5% in July and 1.5% in February

First pay day **8 October** if Agreement is endorsed, with applicable backpay period paid as soon as possible afterwards



COST OF LIVING

New cost of living payment

\$600 if Canberra CPI reaches 3.5%, rising to \$1,000 at 4.0% or higher



SUPERANNUATION

12.5% → 13.0%

Employer contributions rise to 13% from 1 January 2028

Key Changes at a Glance: Leave and Family



E14: Parental Leave
E22: FDSV Leave
E29: Other Leave

E28: Reproductive
Leave
Annex D

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PARENTAL LEAVE

Consolidated into one entitlement

24 weeks paid leave for birthing parents, 18 weeks for non-birthing parents – flexible and concurrent and no service requirement



FDSV LEAVE

Cap removed

Unrestricted access to Family, Domestic and Sexual Violence Leave, with strengthened supports



CULTURAL OR COMMUNITY LEAVE

Doubled to 10 days

Aboriginal and Torres Strait Islander ceremonial leave, plus new provisions to work from Country after a ceremony or Sorry Business



PREGNANCY LOSS & PREMATURE BIRTH

New and additional support

New leave and supports for pregnancy loss; additional paid leave ensures full entitlement when a baby is born before 37 weeks



REPRODUCTIVE LEAVE

Doubled to 10 days

Broadened eligibility alongside the doubled entitlement



RELIGIOUS & CULTURAL LEAVE

Extended, plus one paid day

Now covers other cultural provisions, with an extra paid day added to existing unpaid entitlements

Key Changes at a Glance: Safety, Wellbeing & Inclusion



A2, B12, B29, C5.8, C10, C16, D2, E4, F9,
Annex B

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REST RELIEF

Minimum 10 hours between shifts

Up from 8 hours plus travel – travel time is now included within the 10 hours



PERSONAL LEAVE

7 → 10 days without evidence

Higher cap of personal leave taken without the need to provide evidence



WORKLOAD & STAFFING

Strengthened provisions

Better support for workload management, safe staffing levels and classification reviews



BREASTFEEDING

Expanded time provisions

Existing one hour retained, plus additional reasonable travel time, including travel to appropriate facilities to feed or express



ARTIFICIAL INTELLIGENCE

New clause introduced

Addresses the use of artificial intelligence in the workplace



CULTURAL EXPERTISE

Recognised as equivalent expertise

Aboriginal and Torres Strait Islander cultural expertise recognised for accelerated increments and ARIs

Pay, Superannuation and Allowances



C2: Remuneration
C3: Cost of Living
Payment

C20: Other
Allowances
D7: Superannuation

- The ACT Government’s pay offer provides a 3% salary increase each year over the life of the Agreement
- Employer superannuation contributions will increase to 13% from 1 January 2028
- Allowances will also increase by 3% per year, in line with salary increases
- If endorsed by employees, salary increases will be applied on 8 October 2026 with any applicable backpay will be processed as soon as practicable
- A new Cost of Living payment will apply if the Canberra Consumer Price Index (CPI) reaches 3.5% or higher, with an increased payment when the relevant CPI figure reaches 4% or higher

Agreement Year	Percentage Increase to Pay	Date of Increase
Year 1	3%	1.5% July 2026 <i>Applied on 8 October 2026 payday</i> 1.5% February 2027
Year 2	3%	1.5% July 2027 1.5% February 2028
Year 3	3%	1.5% July 2028 1.5% February 2029
Superannuation	+0.5% (reaching 13%)	1 January 2028
Cost of Living Payment	\$600 if CPI reaches 3.5% in the June quarter, or; \$1,000 if CPI reaches 4.0% in the June quarter	If threshold met, September 2027 and/or 2028

What's Replacing What: Paid Parental Leave



E14: Paid Parental Leave

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Expiring Leave Type	→	Replacement Leave Type
Current leave types		From commencement
E14 – Birth leave (<i>paid</i>)	}	E14 – Paid parental leave
E16 – Primary care giver leave		
E18 – Bonding leave (<i>paid</i>)		
E20 – Adoption permanent or long-term care leave care (<i>paid</i>)		

What's Replacing What: Unpaid Parental Leave



E15: Pregnancy-Related Illness Leave
E16: Unpaid Parental Leave
E17: Bonding Leave for Temporary Employees

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Expiring Leave Type	→	Replacement Leave Type
From commencement		From commencement
E14 – Birth leave (<i>unpaid</i>)	}	16 – Unpaid parental leave
E15 – Special birth leave for the purpose of pregnancy loss		
E17 – Parental leave		
E18 – Bonding leave (<i>unpaid</i>)		
E20 – Adoption, permanent or long-term care leave (<i>unpaid pre-adoption leave for casual employees</i>)		
E15 – Special birth leave for the purpose of pregnancy-related illness		E15 – Pregnancy-related illness leave

NOTE

Additional paid entitlements for pregnancy loss have also been introduced and are outlined in the following slides



Key Improvements



Maintaining existing entitlements

- 24 weeks of paid leave retained for birth parents
- 24 weeks of paid leave remains available following a stillbirth or pregnancy loss after 20 weeks' gestation
- Bonding leave retained for temporary employees



Greater support for non-birth parents

- Paid leave entitlement increased from 6 to 18 weeks



Expanded eligibility

- Removal of the 12-month service requirement for permanent employee
- No primary or secondary caregiver distinction



Greater flexibility in how the leave is accessed

- Both parents can take leave at the same time
- Leave can be taken non-continuously, including to replicate a part-time work arrangement
- Leave can be accessed over a 24-month period



Additional leave entitlements in specific circumstances

- Additional paid leave for a premature birth (before 37 weeks' gestation)
- 1-week of paid leave following a pregnancy loss between 12 – 19 weeks' gestation

E15: Pregnancy-Related Illness Leave



E15: Pregnancy-Related Illness Leave

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Purpose

- Supports employees who are not fit for work due to pregnancy-related illness



Eligibility

- Available to all employees, including eligible casuals



Entitlement

- Unpaid leave for the duration supported by appropriate medical or health advice



Key Features

- Does not reduce the employees parental leave entitlement
- Does not count as service, but continuity of service is maintained
- In addition to an employee's personal leave entitlement

E16: Unpaid Parental Leave



E16: Unpaid Parental Leave

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Purpose

- Supports extended time away following a child's birth, adoption, or a permanent or long-term care arrangement



Eligibility

- Available to all employees, including eligible casuals



Entitlement

- Up to 2 years of unpaid leave
- Additional unpaid leave may be available for further occasions of birth
- Up to 52 weeks of unpaid leave following a stillbirth or pregnancy loss after 20 weeks' gestation



Key Features

- Periods of paid leave reduce the unpaid leave entitlement for the same child
- Does not count as service, but continuity of service is maintained
- Annual leave and long service leave can be accessed during the leave period

E17: Bonding Leave for Temporary Employees



E17: Bonding Leave for Temporary Employees

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Purpose

- Replaces bonding leave to retain access to paid leave for temporary employees with less than 12 months service



Eligibility

- Temporary employees who are not the primary caregiver



Entitlement

- Up to 5 weeks of paid leave
- 1 additional week of personal leave for caring purposes



Key Features

- Leave must be taken within 14 weeks from the date of birth, adoption or commencement of the permanent or long-term caring arrangements
- Leave can be taken concurrently with partner's leave
- Leave may be granted with full or half pay, or a combination of full and half pay, with credits deducted on the same basis

E18: Transitional Arrangements



ONLY APPLIES IF:

An employee has been approved for, commenced, or recently accessed parental leave under the prior Agreement

OPTION A

Elect to remain on current leave type

NO CHANGE

- Current leave arrangements and entitlements continue to apply

OPTION B

Apply to transition to the new parental leave type

DELEGATE MUST CONSIDER

- The employees' individual circumstances, including:
 - Whether the employee previously met the eligibility requirements and commenced a paid leave entitlement under the prior Agreement
 - Whether the leave will be accessed within 24 months of the child's date of birth

INTERACTION

Any leave taken under the previous Agreement for the same child will count towards the entitlement available under the new paid parental leave entitlement

Example Scenario 1: Transition (Bonding Leave → Full Entitlement)

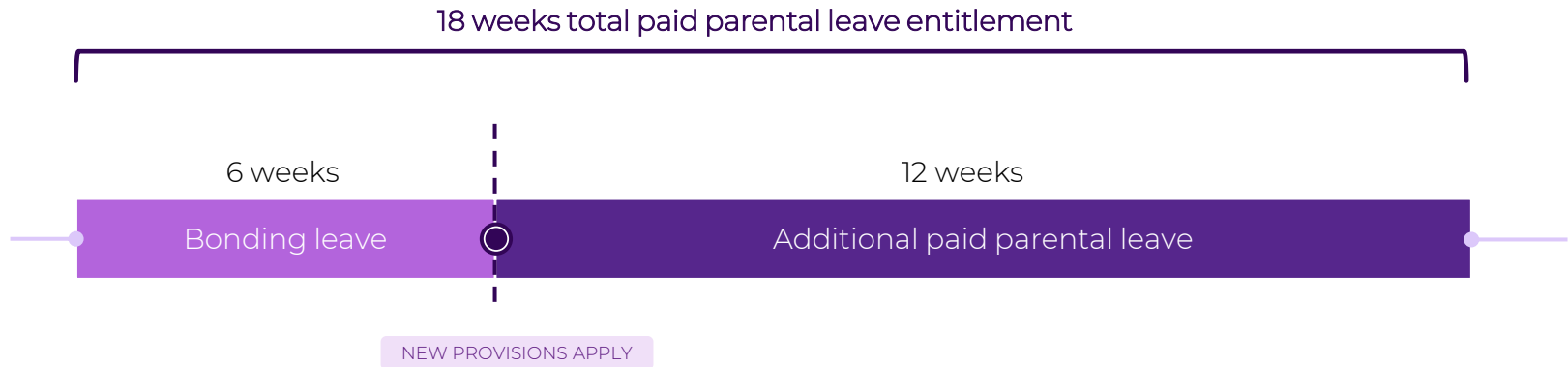


E14: Paid Parental Leave
E17: Bonding Leave for Temporary
Employees

Transition from Bonding Leave to Paid Parental Leave:

- Rasheed is a permanent employee
- Rasheed's and his partner adopt a baby on 24 August 2026
- When the new Agreement commences, Rasheed meets the eligibility requirements for paid parental leave

Rasheed's Leave Timeline



24 August 2026
Rasheed starts 6 weeks of bonding leave

Agreement commencement
When the bonding leave period ends, Rasheed elects to transition to the new parental leave provisions

Note: Agreement commencement is 7 days after FWC approval

18 weeks – 6 taken = 12 left
The 6 weeks of bonding leave taken counts towards the parental leave entitlement, leaving Rasheed with 12 weeks of paid parental leave



Example Scenario 2: Using Leave Flexibly



B24: Part-Time Employment
Following Parental Leave
E14: Paid Parental Leave

Using leave to replicate a part-time work arrangement:

- Ava is a permanent employee and gives birth in December 2027
- Ava takes her leave at half pay to stretch her leave out over a longer period (up to 2 years)

Ava's Leave Timeline



PART-TIME ARRANGEMENTS

December 2027 – May 2028
The baby is born, and Ava takes 24 weeks leave at half pay

May 2028 – July 2029
Ava returns to work and uses the remaining 12 weeks at half pay, taking 2 days leave per week

From July 2029
Ava moves to a part-time work arrangement, supported until the end of the child's first year of primary school

Note: Continuity of service is maintained throughout – none of these arrangements break employment.



Example Scenario 3: Becoming Eligible for Full Parental Leave



E14: Paid Parental Leave
E16: Unpaid Parental Leave

How reaching 12 months' service could work:

- Lily is a long-term temporary employee with 8 months of service
- Lily gives birth in August 2026
- At the time of birth, Lily has not completed 12 months service and is therefore not eligible for paid parental leave

Lily's Leave Timeline

ELIGIBILITY UNLOCKED

January 2027

Lily reaches **12 months' service** and becomes eligible for paid parental leave, with 8 weeks of the paid parental leave available for the remainder of the 24-week period of parental leave

16 weeks

8 weeks

Unpaid parental leave

Paid parental leave

January 2026
Lily joins as a temporary employee

August 2026
Lily gives birth at **8 months service** and takes 16 weeks unpaid parental leave until reaching 12 months service

January 2027 – March 2027
Lily reaches 12-month service and becomes eligible for paid parental leave, accessing 8 weeks of paid parental leave



Example Scenario 4:

Pregnancy-related illness and premature birth, measured by gestational age

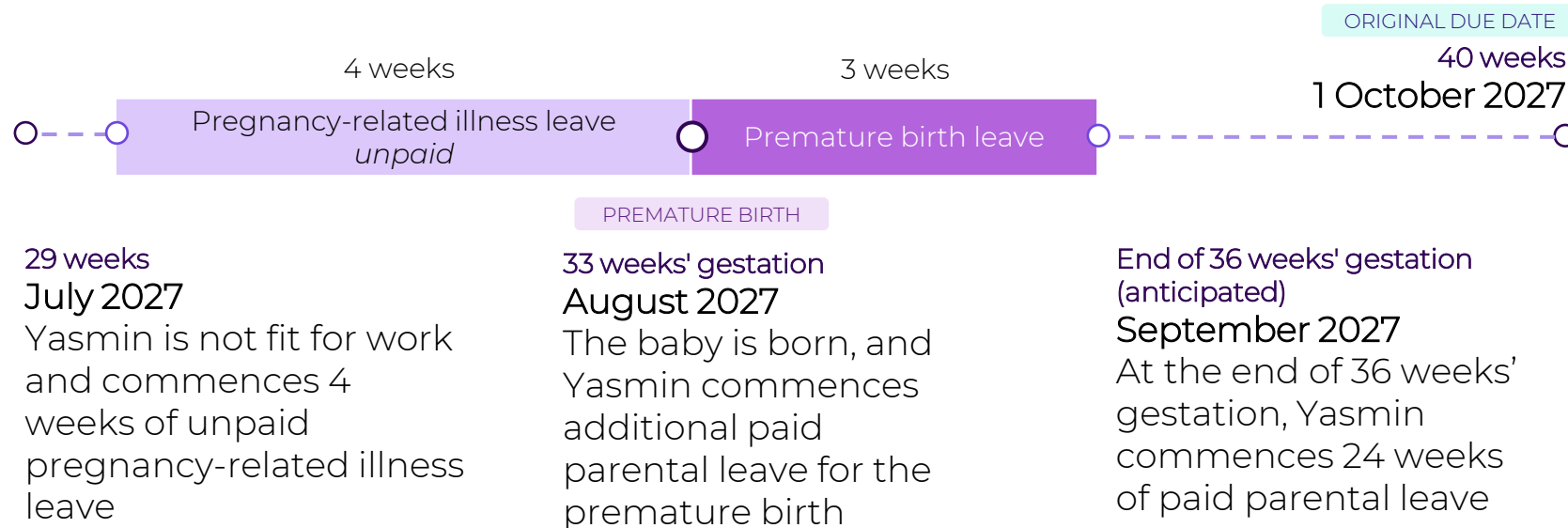


E15: Pregnancy-related illness
E14: Paid Parental Leave
(b) Premature Birth

Accessing the new supports for pregnancy complications:

- Yasmin is a permanent employee
- Yasmin is currently pregnant with a due date of 1 October 2027 (40 weeks' gestation)
- Yasmin experiences pregnancy complications at 29 weeks' gestation

Yasmin's Leave Timeline



Schedule 1: Core

Changes to the core of the
proposed Agreement

Section A: Scope of Agreement



A2: Main Purpose

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A2: Main Purpose

- Strengthened commitment to **fairness, inclusion and cultural safety**
 - Introduces a new anti-racism statement and commitment
 - Recognises the additional cultural responsibilities often undertaken by Aboriginal & Torres Strait Islander employees
 - Introduces a new right for Aboriginal or Torres Strait Islander employee to decline culturally based work that sits outside their normal duties
- Introduces and enhances entitlements that **recognise and value cultural expertise**
 - Accelerated Increments
 - Attraction and Retention Incentives (ARIn)
- Expanded **leave provisions** for Aboriginal & Torres Strait Islander employees that will be outlined under Annex D



Section B: Working in the Public Sector



B12: Workload, Hours & Safe Staffing
B14: Employee Right to Disconnect

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B12: Workload, Hours & Safe Staffing

- Management of Working Hours has been expanded to include **workload management & safe staffing**
- Employees and unions can **raise concerns collectively**
- The workplace must **review concerns and respond with strategies** to address any issues identified
- Any actions that are taken must be **documented**
- If there is disagreement about a solution → Dispute Resolution process applies



B14 Right to Disconnect

- Employees have the **right to disconnect** and refuse to monitor, read or respond to contact outside their working hours
- Exceptions apply **where reasonable**, including:
 - On-call / overtime / flex accrual
 - Emergency or recall to work
- The employer can still contact for **critical matters**

Section B: Working in the Public Sector



B15, B19, B21, B24, B29

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Employment and Flexibility Updates

- Casual employees (B15): access to key leave entitlements + meal breaks
- Flextime (B19): Payouts include allowances that count for all purposes
- Flexible working arrangement (B21):
 - Expanded eligibility, including Aboriginal & Torres Strait Islander employees
 - Requests may also be assessed as a reasonable adjustment



B24: Part-time arrangements following parental leave

- Extended to be available until the end of the child's first year of primary school
- Seven-year cap removed for subsequent births



B29: Breastfeeding Support

- 1 hour paid breastfeeding break + additional travel time where appropriate facilities are not provided by the workplace
- Breaks can be split or used flexibly
- Access to breastfeeding facilities across work locations

Section C: Rates of Pay and Allowances



C5: Pay Points & Increments, C9: Overtime, C10: Rest Relief for Overtime & C15: Rest Relief for On-Call/Recall

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C5: Pay Points & Increments

- Clarifies when increments do NOT apply:
 - Deferred due to underperformance
 - Disciplinary outcomes
- Recognises Aboriginal & Torres Strait Islander cultural expertise
 - Counts toward accelerated increment with no obligation to provide additional cultural services



C9: Overtime

- Removes prior approval barrier for SOGC and above
- Updated overtime calculation formula
 - Reflects the ordinary weekly hours (full-time equivalent) of the position



C10: Rest Relief – Overtime

- Minimum rest period increased to 10 hours, including travel time
- Rest period restarts after overtime ends
- If rest period is not met → paid absence at employees' ordinary rate



C15: Rest Relief – On-Call / Recall

- Minimum rest period also increased to 10 hours, including travel
- Applies to on-call and close-call situations
- Rest period resets after recalled to work
- If required to work without full rest period → double time applies

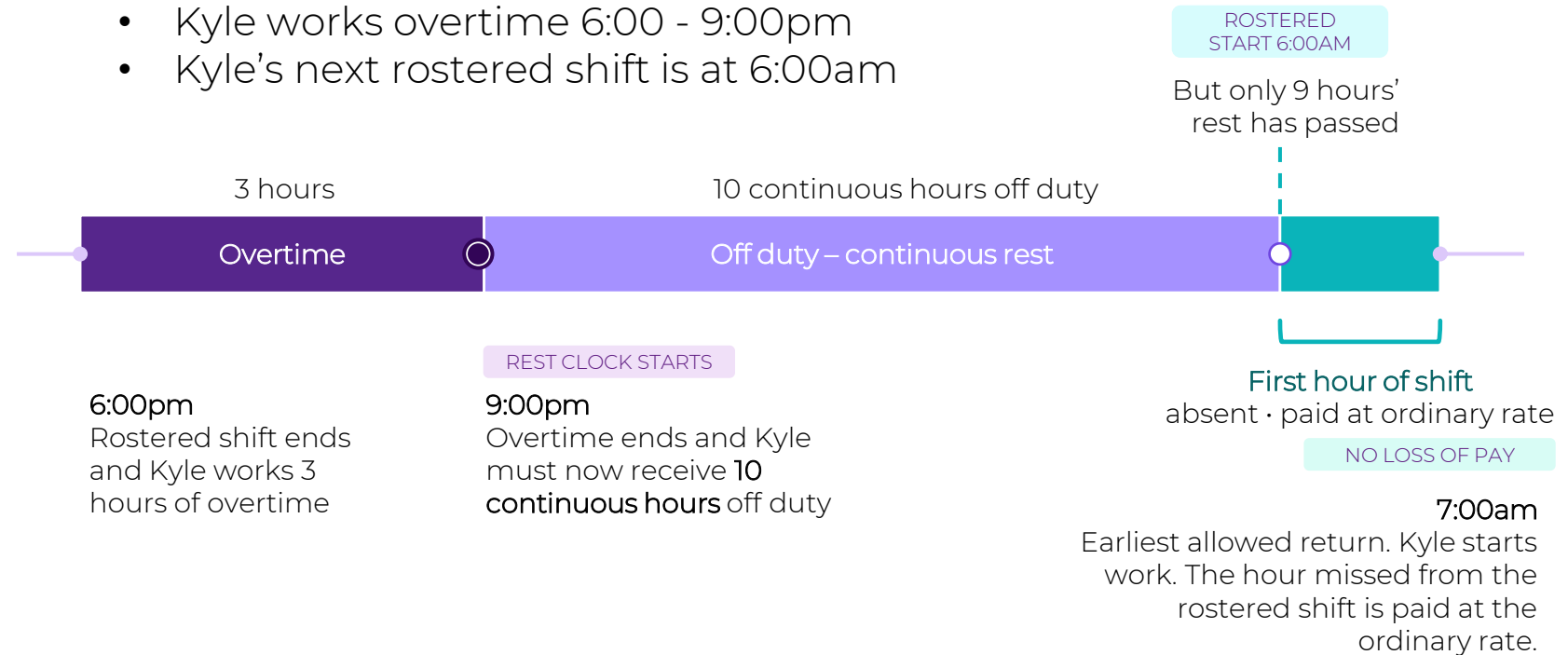
Example Scenario 5: Rest Relief – Overtime



C10: Rest Relief for Overtime

10 continuous hours off duty between shifts

- If the full rest period has not been met, the next start is delayed with no loss of pay
- Kyle works overtime 6:00 - 9:00pm
- Kyle's next rostered shift is at 6:00am



Example Scenario 6: Rest Relief – On Call



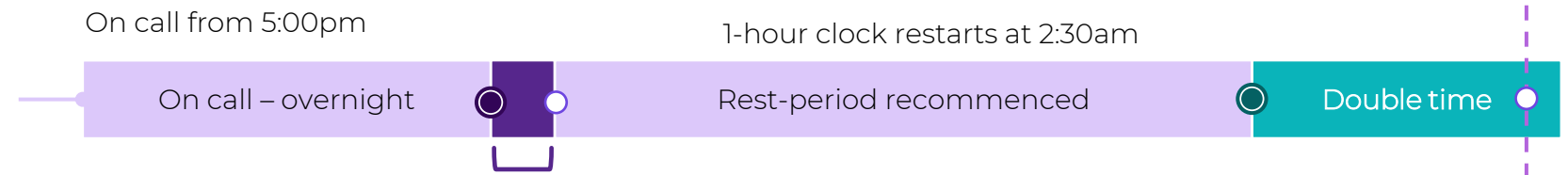
C15: Rest Relief for On-Call or Close Call Situations

A call to duty restarts the 10-hour rest period

- When operational needs require a return to work before the full rest period, the whole shift is paid at double time
- Carmen is on call overnight and receives a 30-minute call at 2:00am
- Carmen's next rostered shift is at 9:00am

FULL REST WOULD END 12:30 pm

3 ½ hours short of full entitlement



5:00pm
Normal shift ends and Carmen is on call overnight

REST CLOCK RESTARTS

2:30am
The call ends and 10 **continuous hours** of rest begins – rest period runs to 12:30pm

PAID DOUBLE TIME

9:00am – next rostered shift
Operational requirements mean Carmen must work before full rest period has elapsed. The **entire shift is paid at double time.**

Section D: Pay Related Matters



D3: Classification and Work Value Review
D6: Underpayments

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D3: Classification and Work Value Review

- Updates to clarify how employees, groups of employees, or unions can request a classification and work value review
- Establishes the key factors that must be considered during the view process
- Requires reviews to be completed within a reasonable timeframe
- Provides greater transparency by requiring written reasons where a review request is declined



D6: Underpayments

- Clarifies that allowances are included in the provisions for employees seeking an offline payment when an underpayment has occurred
- Ensures that offline payments in these circumstances are made within the required timeframes.

Section E: Leave



E4: Personal Leave
E13: Community Service Leave

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E4: Personal Leave

- Removes transition provisions, reflecting the move to daily accrual of personal leave
- Increases certificate-free personal leave from 7 to 10 days per year
- Clarifies that anticipated personal leave is only available where an employee has a positive personal leave balance
- Ensures requests for additional paid personal leave are responded to within 14 days, where possible



E13: Community Service Leave (Voluntary Emergency Management Leave)

- Expands leave coverage to include time spent performing voluntary emergency management duties, reasonable travel time, and recovery time
- Clarifies the limited circumstances in which leave may be refused
- Ensures that leave can only be refused where the employee's role is critical to an emergency response or approval would significantly disrupt essential services

E23: Family, Domestic or Sexual Violence Leave



E23: Family, Domestic or Sexual Violence Leave

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Expanded Access & Flexibility

- Available to employees who have experienced family, domestic or sexual violence, including where the violence occurred in the past
- 20-day cap removed
- Leave can be accessed immediately, with approval finalised afterwards where required



Pay & Entitlements

- Leave is paid at employee's full rate of pay, including:
 - Allowances
 - Shift penalties
 - Other payments that the employees would ordinarily have received



Privacy & Sensitivity Protections

- Leave not identified on payslips or employment records unless required or requested
- Evidence is sighted only, with no copies retained



Safety & Workplace Adjustments

- Expanded reasonable adjustments, including:
 - Removal of the employee's public contact details
 - Limiting online or profile visibility

Section E: Leave



E26: Disability Leave
E29: Reproductive Leave

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E26: Disability Leave

- Introduces a disability definition specific to this leave provision, broadening eligibility and access to disability leave
 - *E26.1.1 Disability means long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder a person's full and effective participation in society on an equal basis with others*
- Expanded access to include support groups and community supports
- Evidence is sighted only, with no copies retained



E29: Reproductive Leave

- Broadens the entitlement beyond assisted reproductive treatments to cover a wider range of reproductive health needs and conditions
- Helps employees access treatment, recovery and care without needing to rely on other forms of leave
- Doubles the paid leave entitlement from 5 to 10 days each year
- Strengthens support for employee wellbeing and health at all life stages

Section F: Communication and Consultation



F3, F5, F6, F7

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F3: Union Encouragement Statement

- New clause recognising the important role unions play in supporting safe, fair and equitable workplaces
- Aligns with the ACTPS Union Encouragement Policy



F5: Co-operation and Facilities for Unions and Other Employee Representatives

- Updated to ensure delegate rights align with *Fair Work Act 2009*



F6: Attendance or Participation in Training or Union Activity

- Access to industrial leave for union members clarified
- Expanded to include:
 - Training courses
 - Union-led activities related to workplace representation



F7: Dispute Avoidance and Settlement Procedures

- Reference update to reflect the 2023-2026 Agreement
- Removes outdated reference to 2021-2022 Agreement as no ongoing disputes remain

Section F: Artificial Intelligence



F9: Artificial Intelligence

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New AI Provision

- Recognises the growing role of AI in how work is performed across the ACTPS
- Establishes principles for the responsible and effective use of AI



Policy & Governance

- Commitment to maintaining:
 - AI Policy
 - AI Assurance Framework
- Both are subject to consultation with employees and unions



Consultation & Representation

- Consultation required where AI may significantly change an employee's role
- Employees have the right to union representation during consultation



Human Oversight Safeguard

- AI cannot be the sole basis for employment related decisions
- Ensures human decision-making remains central

Section G: Workplace Values & Behaviors



G2.,G6

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G2: Preliminary Assessment & G5: Dealing with Allegations of Misconduct

- Clarifies that employees should be notified that a preliminary assessment is being conducted



G6: Reassignment, Transfer or Suspension & G9: Disciplinary Action and Sanctions

- New clause covering interim management actions, clarifying when suspension without pay may be applied and introducing stronger safeguards, including:
 - Employees must be available within 48 hours, unless on approved leave
 - Suspension periods will generally be limited to 30 days
 - Extended suspensions will be reviewed every 30 days, with outcomes provided in writing
- Clarifies that an admission of guilt may be considered when determining an appropriate sanction

Section M: Incident Management Activities



Application

- Now applies to biosecurity-trained employees
- New provisions have been added for ease of understanding, including:
 - Fire Related Activities (M8 - M12)
 - New biosecurity-related activities (M14 - M17)



Roles & Responsibilities

- Authority updated to EGM – Environment, Planning & Policy Group
- Clarifies who can recommend employees for incident roles



Rostering & Allocation

- Expanded to include biosecurity-trained employees
- Bushfire roster provisions are now in a dedicated clause



Pay & Benefits

- Incident Rate of Pay (IROP) expanded to biosecurity-trained employees
- Overtime meal allowance expanded to apply where meal breaks are unavailable



New Allowances

- Catering allowance (camping)
- Chief emergency warden allowance
- Forklift allowance
- School-based first aid response allowance
- Transport Canberra workshop non-trade staff allowance
- Travel – relocation allowance



Removed Allowances

- Agency representative allowance
- CLS leading hand (supervisor) allowance
- CLS production incentive allowance
- Fire duties coordinator allowance



Amended Allowances

- Advanced first aid allowance
- Camping allowance
- Corporate citizens allowance
- Camping allowance (consolidated camping allowance and camping outlay allowance)
- Inclusive education allowance
- Motor vehicle allowance

Annex D: Cultural & Community Leave Type Enhancements



1. Attend Aboriginal or Torres Strait Islander Cultural or Community Obligations or Expectations

- Expanded beyond ceremonies to include participation in cultural and community obligations, expectations and ceremonies
- Work from Country arrangements available during or after the leave period to support participation
- Eligibility extended to employees with an immediate family member of Aboriginal or Torres Strait Islander descent



2. Attend Aboriginal and Torres Strait Islander meetings

- Leave now includes preparation time for meetings



4. Religious or Cultural Purposes

- Expanded from religious purposes to include cultural observances
- Entitlement changed to:
 - 1 day paid leave, plus
 - 5 days unpaid leave per 12-month period

Annex D: Service & Community Leave Type Enhancements



Annex D

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6. Australian Defence Force Personal leave

- Leave title updated from operational service personal leave to Australian Defence Force personal leave
- Available to current and former ADF members
- Covers injury or illness arising from service, no longer limited to war-caused conditions



7. Veterans for medical purposes

- Leave title updated from returned soldiers for medical purposes to veterans for medical purposes
- Expanded recognition of all current and former service personnel



13. Donate blood products

- Language has been amended from 'blood' to 'blood products' to clarify that plasma and platelet donations are included
- Requires 2 days' notice where practicable

Schedule 2: Directorate-specific schedules

Section N: ACT Audit Office Specific Matters & Section O: Digital Canberra Directorate Specific Matters



Sections N & O

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Section N: ACT Audit Office Specific Matters

- Administrative Officer Classifications (ASO) 5 and ASO6 Professional Services classifications removed as they are now redundant
- Audit Office has transitioned to a band-based classification structure
- Affected employees have already been moved to the appropriate bands
- ASO5 and ASO6 have been removed from the ACT Audit Office classifications in Annex A as they are no longer in use



Section O: Digital Canberra Directorate Specific Matters

- Updated following Machinery of Government (MoG) changes
- Provisions now apply only to Digital Canberra Directorate (DCBR) employees
- There are no longer schedule-specific provisions for Chief Minister, Treasury and Economic Development Directorate (CMTEDD) employees

Section P: City and Environment Directorate Specific Matters & Section Q: Health and Community Services Directorate Specific Matters



Section P, Q5 & Q7

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MoG Updates

- Section P: City and Environment Directorate Specific Matters
 - Following MoG changes, Sections Q and W have been consolidated into Section P
- Section Q: Health and Community Service Directorate Specific Matters
 - Title of Section Q has been updated following MoG changes
 - Relevant provisions from former Section P and Section S consolidated into Section Q
 - Only provisions applicable to HCSD employees retained
 - References to Youth Workers have been removed
 - Housing ACT Traineeship Program provisions have been removed



Q5: Infection Control

- Terminology updated from 'patients' to 'clients'



Q7: Safe Travel

- Ride-sharing services now recognised as a travel option

Section R: Education Directorate Specific Matters



R2, R3, R4, R8, Annex C

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Annex C: Inclusive Education Allowance

- Renamed to the Inclusive Education Allowance
- Allowance increased for School Assistants
- Employees are eligible for the allowance if they regularly support students with disability, behavioural complexity, or additional needs.
- Eligible employees will automatically receive the allowance without annual reapplication



R2: Ordinary Hours of Work

- School Assistant (SA) Level 4 and above may work full-time hours (36.75 hours per week at the ASO4 full rate), subject to approval
- A review will be undertaken to consider whether full-time work arrangements could be extended to other SA Classifications
- Additional hours must be compensated through **TOIL or overtime**, with overtime applying where no prior agreement is reached



Annex C: School Based First Aid Allowance

- New allowance for first aid in school settings



R4: Preparation and Programming

- Clarifies expectations for duties performed on student-free days
- Ensures work undertaken on student-free days aligns with:
 - The employee's role
 - Their classification
 - School operational requirements

Section R: Education Directorate Specific Matters (cont.)



R14, R15, R16, R17, R18, R24 & R27

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R14: Career Development (Professional Learning)

- Now explicitly applies to all SA's
- Maintains the Directorates commitment to targeted Professional Development
- Minimum annual Professional Learning requirement reduced from **25 to 20 hours**



R15 & R16: Temporary School Assistants

- Provisions updated to align with centralised SA recruitment arrangements
- Physical identification card requirement for casual employees removed
- Increment progression arrangements clarified, with progression based on the 197-day school year structure



R17 & R18: Classification Structure and Career Pathways

- Commits to explore specialist SA roles at the SA5 and SA6 levels
- Review of the SA Classification Standards Framework, including a work value assessment, to be completed with 18 months of commencement.
- Removed completed transitional provisions that are no longer required



R24 & R27: Modernisation of Provision

- Updated policy references to align with current Work Health and Safety and frameworks
- Removed references to ASO5 Business Managers, reflecting that school Business Manager roles are now recruited at a minimum classification of **ASO6**

Section S: Canberra Health Services Directorate Specific Matters & Previous Section T: Calvary Health Care ACT Ltd



Sections S (Previous Section T), & T



Section S: Canberra Health Services Directorate Specific Matters

- Section S title has been updated following MoG changes



Previous Section T: Calvary Health Care ACT Ltd

- Previous Section T removed as it no longer applies, with no employees currently employed by Calvary



Section T: Justice and Community Services Directorate Specific Matters



T21, T24, T25, T26

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ACT Courts and Tribunal (ACTCT)



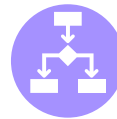
References to the Principal Register and CEO updated to head of service to improve consistency and support broader delegation powers

Act Emergency Services Agency – Incident Management Activities



T22: Incident Management Positions

- References to Commissioner updated to head of service to improve consistency and support broader delegation powers



T25: Incident Management Team Classifications

- Classification structure updated to align with the Australasian Inter-service Incident Management System (AIIMS)
- New position included within the classification structure
- Clarified that meal breaks are paid and do not break continuity of service



T24: Definition of Incident Levels, Commencement and Cessation

- Level 4 incident provisions updated to include the relevant Chief Officer



T26: Overseas Deployment

- New provision enabling employees to agree to a daily deployment allowance through an Individual Flexibility Arrangement (FIA)

Section U: Office of the Director of Public Prosecutions, Section V: Office of the Work Health and Safety Commissioner and Section W: Infrastructure Canberra



Sections U, V & W

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Section U: Office of the Director of Public Prosecutions (DPP)

- Section title updated following MoG changes
- References updated from DPP to head of service
- ASO5 retention point has been removed as it is no longer in use
- Performance management provisions have been removed



Section V: Office of the Work Health and Safety Commissioner

- Minor language updates to align with the *Technical and Other Professionals Enterprise Agreement 2023-2026*



Section W: Infrastructure Canberra

- Updated to reflect MoG changes affecting Infrastructure Canberra
- Home garaging provisions have been expanded across the directorate
- Obsolete ACT Property Group allowance and attendance provisions removed

Section X: Elections ACT & Section Y: Classification Salary Structure and Increment Alignment ('Low Wage' Salary Floor Adjustment)



Sections X & Y

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Section X: Elections ACT

- New election period flextime arrangements have been introduced, including:
 - Increased flextime accrual limits
 - More time to use accrued credits before and after the election period
 - Temporary employees can cash out up to 2 weeks' flextime



Section Y: Classification Salary Structure and Increment Alignment ('Low Wage' Salary Floor Adjustment)

- Updated increment structure for affected classifications
- Removal of duplicate increment points created through salary floor adjustments under the previous Agreement
- Transition arrangements included to support employees impacted by the changes

Thank you.

Any questions?

Email eba@act.gov.au