



Andrew Barr MLA

Mick Gentleman MLA

Mr Andrew Gallagher
Health Services Union (HSU)

Sent via andrew.gallagher@hsu.asn.au

Dear Mr Gallagher

Enterprise Bargaining – Pay Offer

Bargaining to replace the enterprise agreements has been underway since May this year and many issues have been discussed and resolved. The Government is now in a position to make a pay offer. In formulating this offer the Government has delivered a pay increase which maintains the Territory as a competitive employer and assists workers in meeting the additional costs brought about by the increased cost-of-living, having particular regard to the lowest paid workers within the ACT Public Service.

This must be balanced against the offer being within the Territory's fiscal means. The Government has not previously and will not seek to fund increases through redundancy rounds, or efficiency dividends, nor will it use lower workers' wages to leverage budget repair. This is to be taken in the context of the ACT Public Sector which has grown from 24,815 in 2017/18 to 30,075 in 2021/22¹ (a 21% increase) and continues to provide secure jobs for more Canberrans than ever before.

In formulating this offer the Government has focused on low paid workers through the use of flat dollar recurrent and non-recurrent increases. Paying increases through these means provides relatively larger increases to lower paid workers at a time when they are most needed. The offer is as follows:

- A four-year agreement to expire on 30 March 2027².
- Cost-of-Living Supplement - A single non-recurrent payment of \$1,250 is payable on commencement³.
- Superannuation will increase by 0.5% with effect from 1 July 2025.

<i>Recurrent Increases</i>					
Month	2023	Month	2024	2025	2026
Feb	\$1,750	Jun	1.5%	1%	1%
Jun	1%	Dec	1%	1%	1%
Dec	\$1,750	Dec	\$1,500	\$1,000	\$1,000

¹ Headcount, inclusive of the Public Sector

² This date anticipates agreement approvals around the end of March 2023 but will be reassessed to give effect to a four year agreement once balloting is imminent.

³ All increases offered are payable on or after the first full pay period in the month specified, on a pro rata basis.

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What this will mean for our workers...

\$50,000 salary will receive:

- increases of 8% (\$4,018) in Year 1, 5.3% (\$2,859) in Year 2, 3.8% (\$2,143) in Year 3 and 3.7% (\$2,186) in Year 4; which equates to a total wage increase of 22.4% (\$11,206) over the term of the agreement.

plus

- a one-off cost-of-living supplement of \$1,250 (representing 2.5% of the annual wage); and

plus

- an increase of 0.5% to superannuation from 1 July 2025.

	2023	2024	2025	2026		
Start of EA salary					End of EA salary	
Nov 2022	\$50,000	\$54,018	\$56,876	\$59,019	Nov 2026	\$61,206
% increase	8.0%	5.3%	3.8%	3.7%	Total % increase	22.4%
\$ increase	\$4,018	\$2,859	\$2,143	\$2,186	Total \$ increase	\$11,206

\$75,000 salary will receive:

- increases of 5.7% (\$4,268) in Year 1, 4.4% (\$3,494) in Year 2, 3.2% (\$2,663) in Year 3 and 3.2% (\$2,717) in Year 4; which equates to a total wage increase of 17.5% (\$13,142) over the term of the agreement;

plus

- a one-off cost-of-living supplement of \$1,250 (representing 1.7% of the annual wage);

plus

- an increase of 0.5% to superannuation from 1 July 2025.

	2023	2024	2025	2026		
Start of EA salary					End of EA salary	
Nov 2022	\$75,000	\$79,268	\$82,761	\$85,425	Nov 2026	\$88,142
% increase	5.7%	4.4%	3.2%	3.2%	Total % increase	17.5%
\$ increase	\$4,268	\$3,494	\$2,663	\$2,717	Total \$ increase	\$13,142

\$100,000⁴ salary will receive:

- increases of 4.5% (\$4,518) in Year 1, 4% (\$4,129) in Year 2, 2.9% (\$3,184) in Year 3 and 2.9% (\$3,248) in Year 4; which equates to a total wage increase of 15.1% (\$15,078) over the term of the agreement;

plus

- a one-off cost-of-living supplement of \$1,250 (representing 1.3% of the annual wage);

plus

- an increase of 0.5% to superannuation from 1 July 2025.

	2023	2024	2025	2026		
Start of EA salary					End of EA salary	
Nov 2022	\$100,000	\$104,518	\$108,646	\$111,830	Nov 2026	\$115,078
% increase	4.5%	4.0%	2.9%	2.9%	Total % increase	15.1%
\$ increase	\$4,518	\$4,129	\$3,184	\$3,248	Total \$ increase	\$15,078

⁴ The median salary for the ACTPS is \$95,834 (as at 30 June 2022).

\$150,000 salary will receive:

- increases of 3.3% (\$5,018) in Year 1, 3.5% (\$5,399) in Year 2, 2.6% (\$4,224) in Year 3 and 2.6% (\$4,309) in Year 4; which equates to a total wage increase of 12.6% (\$18,950) over the term of the agreement;
- plus*
- a one-off cost-of-living supplement of \$1,250 (representing 0.8% of the annual wage);
- plus*
- an increase of 0.5% to superannuation from 1 July 2025.

	2023	2024	2025	2026		
Start of EA salary					End of EA salary	
Nov 2022	\$150,000	\$155,018	\$160,416	\$164,641	Nov 2026	\$168,950
% increase	3.3%	3.5%	2.6%	2.6%	Total % increase	12.6%
\$ increase	\$5,018	\$5,399	\$4,224	\$4,309	Total \$ increase	\$18,950

In addition, over 250 claims from bargaining representatives have been received and assessed. All parties have presented their claims in the negotiations, and many have been further developed including with draft clauses. The Government will respond on each of those claims on 18 November 2022, including important claims such as flextime, bonding leave and flexible work and will allocate the bargaining session in the week commencing 21 November to discuss them.

The Government also acknowledges the 'Fair Go for GSO' campaign and claim advanced by the CFMMEU, UWW and TWU. The Government will commence discussions with those unions in respect of that claim shortly.

This offer is made on a without prejudice basis and is intended to achieve resolution of the core parts of the enterprise agreements. The Government negotiators will continue to work with you to finalise the common core as soon as possible to enable balloting the agreements and the pay rises to flow into workers' pockets early next year.

Yours sincerely



Andrew Barr
Chief Minister



Mick Gentleman
Minister for Workplace Safety and Industrial Relations