



Andrew Barr MLA

Chief Minister
Treasurer
Minister for Climate Action
Minister for Economic Development
Minister for Tourism

Member for Kurrajong

Yvette Berry MLA

Deputy Chief Minister
Minister for Early Childhood Development
Minister for Education and Youth Affairs
Minister for Housing and Suburban Development
Minister for Women
Minister for the Prevention of Domestic and Family Violence
Minister for Sport and Recreation

Member for Ginninderra

Mr Andrew Gallagher
Health Services Union (HSU)

Sent via andrew.gallagher@hsu.asn.au

Dear Mr Gallagher

Enterprise Bargaining – Final Common Core Pay Offer

Thank you for your feedback on the common core offer and your constructive engagement in the bargaining process. Bargaining has progressed significantly with most of the common core issues now settled.

The Government's key driver in designing the pay offer and its components is to maintain the Territory as a competitive employer and to help workers meet the increased cost of living. In particular, the Government's approach has focused on the lowest paid workers within the ACT Public Service. This is done through a combination of a competitive pay offer and conditions changes which will position the ACT Public Service as an employer of choice.

The Government has considered the feedback received on the common core offer made on 11 November 2022 and during the negotiations and is now in a position to make a final common core offer as follows.

- A three-year agreement to expire on 31 March 2026.
- Cost-of-Living Supplement - a single non-recurrent payment of \$1,250 is payable on commencement.

- Superannuation will increase by 0.5% with effect from 1 July 2025 and again by 0.25% with effect from 1 January 2026.
- Birthing Leave will increase from 18 weeks to 24 weeks with effect from 1 January 2023.
- Superannuation payments for workers on the paid and unpaid portion of Parental Leave types following Birthing Leave will increase from the current 12 months to 24 months with effect from 1 January 2023.
- Increase the level of backdating of the first \$1,750 payment from February 2023 previously offered to January 2023.
- All other conditions changes already negotiated. This extensive list includes flextime for senior officers, the introduction of new allowances, paid leave for assisted reproductive leave, special leave for menstrual and menopause symptoms and expanding flexible working arrangements. The complete list will be finalised and transmitted by the Government's negotiating team next week.

<i>Recurrent Increases Paid from First Pay Period</i>				
Month	2023	Month	2024	2025
Jan	\$1,750	Jun	1.5%	1%
Jun	1%	Dec	1%	1%
Dec	\$1,750	Dec	\$1,500	\$1,000

This offer is made on a without prejudice basis and is intended to achieve resolution of the core parts of the enterprise agreements. Officials will work with you to settle the drafting of these changes and the Government will finalise the common core shortly to enable balloting the agreements and the pay rises to flow into workers' pockets as soon as possible.

Yours sincerely



Andrew Barr MLA
Chief Minister



Yvette Berry MLA
Deputy Chief Minister

3 March 2023