



Extract of minutes of proceedings

Inquiry into Public Sector (Closing the Gap) Legislation Amendment Bill 2025

Extract from *Minutes of Meeting 18* – Monday 30 June 2025.

Members present: Ms Fiona Carrick MLA (Deputy Chair), Ms Caitlin Tough MLA

Apologies: Mr James Milligan MLA (Chair)

1. Commencement

- 1.1. The Chair opened the meeting at 2:01pm.

10. Bill Referrals— Public Sector (Closing the Gap) Legislation Amendment Bill 2025 and Territory Records (Executive Records) Amendment Bill 2025

- 10.1. According to the referral letter from the Clerk, the Committee must notify the Speaker on their decision whether or not to inquire into the referred bills within 21 days of the bills being presented in the Assembly, or one week after the relevant Scrutiny report is tabled, whatever is later.
- 10.2. The Secretary advised the Committee that the next Scrutiny report was unlikely to be published until 26 August 2025.
- 10.3. The Committee requested the Secretary to organise a private briefing with the relevant Minister for the next private meeting, subject to availability of the Chair.
- 10.4. The Committee agreed to defer consideration of the two bills until after the Ministerial briefing.

13. Close

- 13.1. The Chair closed the meeting at 3.10 pm.
-

Extract from *Minutes of Meeting 19* – Wednesday 13 August 2025

Members present: Mr James Milligan MLA (Chair), Ms Fiona Carrick MLA (Deputy Chair),
Ms Caitlin Tough MLA

1. Commencement

- 1.1. The Chair opened the meeting at 4:04 pm.

4. Public Sector (Closing the Gap) Legislation Amendment Bill 2025

- 4.1. The Committee discussed the bill.
- 4.2. The Committee agreed to defer consideration of the bill until the next committee meeting.

13. Close

- 13.1. The Chair closed the meeting at 5:21pm.
-

Extract from *Minutes of Meeting 20* – Wednesday 27 August 2025

Members present: Mr James Milligan MLA (Chair), Ms Fiona Carrick MLA (Deputy Chair),
Ms Caitlin Tough MLA

1. Commencement

- 1.1. The Chair opened the meeting at 10:33 am.

5. Public Sector (Closing the Gap) Legislation Amendment Bill 2025

- 5.1. The Committee discussed the bill.
- 5.2. The Committee agreed to defer consideration of the bill until the next committee meeting.
- 5.3. The Committee resolved [TOUGH] to write to Mr Emerson to request the amended explanatory statement, proposed amendments to the bill and advice received by the Auditor-General by 12noon Monday 1 September 2025.

13. Close

- 13.1. The Chair closed the meeting at 11:34 am.
-

Extract from *Minutes of Meeting 21* – Monday 1 September 2025

Members present: Mr James Milligan MLA (Chair), Ms Fiona Carrick MLA (Deputy Chair),
Ms Caitlin Tough MLA

1. Commencement

- 1.1. The Chair opened the meeting at 2:01 pm.

4. Public Sector (Closing the Gap) Legislation Amendment Bill 2025

- 4.1. The Committee discussed the Bill.
- 4.2. The Committee **resolved** [TOUGH] that the Chair, on behalf of the Committee, reply to the Speaker stating that the Committee has decided to inquire into the Bill.

4.3. The Committee **resolved** [TOUGH] that the Chair, on move a motion in the Assembly on the next sitting date, requesting an extension of time to table the report to Tuesday 25 November 2025.

4.3.1. If no extension is granted by the Assembly, the Committee **resolved** [TOUGH]: submissions close 5 September, hearing 8 September, report consideration Monday 22 September (sitting week); or

4.3.2. If an extension is granted by the Assembly, the Committee **resolved** [TOUGH]: submissions close 21 September, hearing 9 October, report consideration 20 October, table of report 21 October.

4.3.3. Members advised of stakeholders to be invited to make a submission/and or appear at a public hearing.

4.4. The Committee **resolved** [TOUGH] to endorse the media release [as amended].

9. Close

9.1. The Chair closed the meeting at 2:39 pm.

Extract from *Minutes of Meeting 22* – Monday 8 September 2025.

Members present: Mr James Milligan MLA (Chair), Ms Fiona Carrick MLA (Deputy Chair), Ms Caitlin Tough MLA

1. Commencement

1.1. The Chair opened the meeting at 2.09 pm.

9. Public Sector (Closing the Gap) Legislation Amendment Bill 2025

9.1. The Committee considered correspondence received on 3 September 2025 from Mr Thomas Emerson MLA concerning the upcoming public hearing.

9.2. The Committee considered the list of stakeholders provided by the Secretariat. The Secretary advised that additional stakeholder suggestions were received from Mr Emerson just prior to the meeting. The Secretariat will circulate these to the Committee after the meeting.

9.3. The Committee considered the draft schedule for the public hearing on 9 October 2025. The Secretariat will provide an updated schedule at the next meeting.

9.4. The Committee **resolved** [MILLIGAN] to approve the draft letters of invitation to Mr Emerson, the Auditor-General, and the Minister for the Public Service, with an amendment to the latter.

10. Close

10.1. The Chair closed the meeting at 3.17 pm.

Extract from *Minutes of Meeting 23* – Monday 29 September 2025.

Members present: Mr James Milligan MLA (Chair), Ms Fiona Carrick MLA (Deputy Chair),
Ms Caitlin Tough MLA

1. Commencement

1.1. The Chair opened the meeting at 2.06 pm.

4. Public Sector (Closing the Gap) Legislation Amendment Bill 2025

4.1. The Committee **resolved** [TOUGH] to receive and authorise for publication the following submissions:

4.1.1.Submission 1: Sarah Ahmed

4.1.2.Submission 2: Ben Damiano (with name withheld)

4.1.3.Submission 3: Hepatitis ACT

4.1.4.Submission 4: ACTCOSS

4.1.5.Submission 5: Productivity Commission

4.1.6.Submission 6: Alcohol Tobacco & Other Drug Association ACT

4.1.7.Submission 7: Beryl Women Inc

4.1.8.Submission 8: ACT Government

4.1.9.Submission 9: St Vincent de Paul Society Canberra and Goulburn

4.1.10. Submission 10: Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM)

4.1.11. Submission 11: Active Democracy Bean

4.1.12. Submission 12: Paula McGrady

4.1.13. Submission 13: ANTaR ACT

4.1.14. Submission 14: Our Booris, Our Way

4.1.15. Submission 15: Thomas Emerson MLA

4.1.16. Submission 16: Aboriginal Community Leaders

4.1.17. Submission 17: Paul Girrawah House on behalf of Ngambri (Kamberri) Cultural Group (Walgalu Speaking) Incorporated

4.2. The Committee noted correspondence on 24 September 2025 from the Auditor-General declining the offer to make a submission and appear as a witness in a public hearing.

4.3. The Committee considered the schedule for the public hearing.

4.4. The Committee **resolved** [TOUGH] to endorse the media release as amended.

12. Close

12.1. The Chair closed the meeting at 2.43 pm.

Extract from *Minutes of Meeting 24* – Thursday 9 October 2025.

Members present: Mr James Milligan MLA (Chair), Ms Fiona Carrick MLA (Deputy Chair),
Ms Caitlin Tough MLA

1. Commencement

1.1. The Chair opened the meeting at 12.30 pm.

2. Inquiry into Public Sector (Closing the Gap) Legislation Amendment Bill 2025 – public hearing

Time	Witnesses
12.30 – 1.02 pm (25 mins)	Ms Katrina Fanning
1.02 pm – 2.00 pm	Break – 1 hour
2.00 pm – 2:29 pm	Aboriginal and Torres Strait Islander Elected Body Mr Maurice Walker, Chairperson (via Webex)
2:32 pm – 3:31 pm (1 hour)	Minister for the Public Service Ms Rachel Stephen-Smith <u>CMTEDD</u> Ms Kathy Leigh, Head of Service and Director-General Mr Michael Young, A/g Deputy Director General, Office of Industrial Relations and Workforce Strategy Ms Natalee George, Executive Branch Manager, Cultural Transformation Branch, Office of Industrial Relations and Workforce Strategy <u>HSCD</u> Ms Anne Maree Sabellico, Executive Group Manager, Children, Youth and Families Mr Brendan Moyle, Executive Branch Manager, Strategic Policy

The witnesses withdrew at 3.31 pm and the Chair opened a private meeting

3. Public Sector (Closing the Gap) Legislation Amendment Bill 2025

3.1. The Committee **resolved** [CARRICK] to authorise for publication Submission 18: Aboriginal and Torres Strait Islander Elected Body (ATSEIB).

8. Public Sector (Closing the Gap) Legislation Amendment Bill 2025 – public hearing

8.1. The Chair opened the meeting at 03.45 pm.

Time	Witnesses
3:45 pm – 4:45 pm (1 hour)	Sponsoring Member Mr Thomas Emerson MLA Ms Julie Tongs OAM, CEO of Winnunga Nimmityjah Aboriginal Health and Community Services Ms Paula McGrady, Former Deputy Chair of the ACT Aboriginal and Torres Strait Islander Elected Body

10. Close

- 10.1. The Chair closed the meeting at 4.50 pm.

Extract from *Minutes of Meeting 26* – Wednesday, 15 October 2025

Members present: Mr James Milligan MLA (Chair), Ms Fiona Carrick MLA (Deputy Chair),
Ms Caitlin Tough MLA

1. Commencement

- 1.1. The Chair opened the meeting at 9.30 am.

5. Inquiry into Public Sector (Closing the Gap) Legislation Amendment Bill 2025

- 5.1. The Committee noted correspondence, a newsletter received from Winnunga Nimmityjah.
- 5.2. The Committee discussed the report.
- 5.3. The Committee **resolved** [TOUGH] to authorise for publication Submission 7: CARE Financial.

8. Close

- 8.1. The Chair closed the meeting at 1.35 pm.

Extract from *Minutes of Meeting 27* – Monday 20 October 2025.

Members present: Mr James Milligan MLA (Chair), Ms Fiona Carrick MLA (Deputy Chair),
Ms Caitlin Tough MLA

1. Commencement

- 1.1. The Chair opened the meeting at 2.04 pm.

2. Inquiry into Public Sector (Closing the Gap) Amendment Bill 2025—report consideration

- 2.1. The Committee noted that the Chair's draft report was circulated on 17 October 2025.

- 2.2. No Member submitted an alternative draft report.
- 2.3. The Committee agreed to consider the report by paragraphs together.
- 2.4. The Committee deliberated on the report as follows:
 - Recommendation 1-3 agreed
 - Recommendation 4 amended and agreed to
 - Recommendation 5 amended and agreed to
 - Paragraph 1.1 to 1.5 agreed
 - Paragraph 1.6 amended and agreed to
 - Paragraph 1.7-2.3 agreed to
 - Paragraph 2.4 amended and agreed to
 - Paragraph 2.5 – 3.2 agreed to
 - Appendix A – agreed to
 - Appendix B – agreed to.
 - Appendix C – agreed to
- 2.5. The Committee **resolved** [CHAIR] to adopt the report, as amended.
- 2.6. The Committee **resolved** [TOUGH] that the Secretary be authorised to make minor formatting and typographical changes to the report to prepare it for printing, after its adoption by the Committee but prior to its presentation.
- 2.7. Noting that order of the Assembly requires the inquiry to be concluded by 25 November 2025, the Committee agreed that the Chair would table the report on 21 October 2025.
- 2.8. The Committee noted that dissenting reports, if any, are to be provided at least a day before tabling and they are not circulated to Members prior to tabling.
- 2.9. The Committee deliberated on speaking time for the report in the Assembly.
- 2.10. The Committee agreed that the Chair would move that the report be noted.
- 2.11. The Committee **resolved** [TOUGH] to adopt the media release.
- 2.12. The Committee **resolved** [TOUGH] to accept and publish a letter from the World Federation of Public Health Associations to Mr Emerson MLA as Exhibit 1.

6. Close

- 6.1. The Chair closed the meeting at 2.38 pm.

Minutes for meetings 19, 20, 21 and 22, and meeting 18 are signed by the Chair, and Acting Chair, respectively. Minutes for meetings 23, 24, 26 and 27 are certified correct by the Secretary.



[CERTIFIED CORRECT]

Ms Sophie Milne
Committee Secretary
20 October 2025

