



Inquiry into Appropriation Bill 2026–2027 and Appropriation (Office of the Legislative Assembly) Bill 2026–2027

Answer to question taken on notice

Asked by: Mr Thomas Emerson MLA

Addressed to: Minister for the Public Service

In relation to: Public Service and Industrial Relations and ACTPS – Entitlements between Federal and Territory

Hearing: 21/07/2026

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Answer Due: 31/07/2026

Ms Dowdell took on notice the following questions:

MR EMERSON: Yes, that is tracked. Yes. Okay. So when an employee leaves another government's public service to join the ACTPS, let us say they have come from New South Wales, does the New South Wales government transfer funds to the ACT government to cover the leave entitlement liabilities of those employees?

Ms Allars: Again, I think it would depend on the nature of the type of leave liability. Some may be transferred, some may not. It really would depend on the circumstances, so it is—

Ms Dowdell: I can take it on the notice, but I think particularly for long service leave and annual leave, the liability—the funding is transferred from the losing directorate. I have to judge or check on personal leave, I think it might just be a recognition of service, but we can take on notice the specifics of what is leave is transferred and what funding is provided.

MR EMERSON: Okay. So that would be great. So which leave entitlements, as you mentioned, which state and territory governments pay for those entitlements, and which do not. I think that will be helpful as well and also the process for how that is actually administered if there is an invoice issued or how that works. Do you know if the Australian government transfers funds to cover leave entitlement liabilities when APS employees leave to join the ACTPS?

Ms Dowdell: Yes, as a personal experience, yes, my leave did transfer as a funding transfer.

MR EMERSON: Yes. So your leave transferred, but do you know if—

Ms Dowdell: And I understand the ACT billed the commonwealth.

MR EMERSON: The ACT billed the commonwealth. Okay. So perhaps you could take that on notice to make sure that that is confirmed as well. I am just skipping ahead because we have got some taken on notice. Does the ACT government also cover the costs of outgoing employees' leave entitlements when they move from the ACT government to another government's public service?

Ms Dowdell: So I think that would depend on the reciprocal arrangements and whether the receiving state will transfer, but we can come back on notice with what information—what that entails, yes.

MR EMERSON: Kind of same breakdown as for the previous question.

Ms Stephen-Smith: Yes, we will do the reciprocal arrangements in both directions for each jurisdiction.

MR EMERSON: Okay. And on that, the way in which any of those liabilities that are unfunded, that might be unfunded, are accounted for in the budget papers over the forward estimates, that would be great.

Ms Dowdell: They would not be accounted for in the budget papers. That would be part of the agency's financial statements and more likely on their balance sheets of what assets or what liabilities they are covering, but there would not be an appropriation for that, that would be part of their corps.

MR EMERSON: Yes, sure, sure. Okay, I am happy to leave it at that.

Rachel Stephen-Smith MLA: The answer to the Member's question is as follows:

The Australian Public Service Commission

The Australian Public Service Commission provides further details on engagement of state and territory government employees on their [website](#). The portability of accrued paid leave entitlements for employees moving from a state or territory public sector employer to the APS is determined by the terms and conditions applying to the receiving agency where it is not prescribed by legislation.

ACT Public Service Prior Service

The ACT Government recognises prior service of employees moving into the ACT Public Service (ACTPS) from previous eligible employment, such as the Australian Public Service (APS) and other state and territory jurisdictions.

In certain circumstances the Head of Service may decide that other prior employment of an employee is eligible employment for the purpose of recognising prior service.

There are certain conditions that must be met for service to be recognised as prior service; and as continuous service for the purposes of leave and other entitlements such as redundancy payments.

Eligible employment and entitlements

Prior service with a recognised entity will only be recognised after an employee joins the ACTPS and has ceased employment with their former recognised entity. Concurrent eligible employment with ACTPS employment will not be recognised.

The ACTPS Prior Service Recognition policy, the Public Sector Management Standards 2016 and the relevant ACTPS enterprise agreements (links below) should be referred to when determining if service is eligible or will be recognised for certain leave types. The entitlements that will be

recognised are dependent on where the prior service was undertaken and how long the break between the employee's service was.

The transfer of entitlements across the public sector are provided for under the following legislative and policy frameworks:

- [Public Sector Management Act 1994](#)
- [Public Sector Management Standards 2016](#)
- [ACTPS Enterprise Agreements](#)
- [Prior Service Recognition Policy](#)

From an operational perspective, responsibility for raising and recovering leave liability invoices rests with individual Directorates.

Approved for circulation to the Select Committee on Estimates 2026-2027

Signature:



Date:

4/8/26

By the Minister for the Public Service, Rachel Stephen-Smith MLA