



Inquiry into the Fiscal Sustainability of the ACT

Answer to question on notice

Asked by: Ms Jo Clay MLA

Addressed to: Treasurer

In relation to: Cost of staff turnover

Hearing: 05/03/2026

Received: 16/03/2026

Answer Due: 23/03/2026

The private sector indicates that replacing a staff member cost between 30% and 150% of the person's salary in terms of recruitment costs, lost productivity, onboarding, training and redundancy costs (if applicable).

- a) Has ACT Government costed how much it costs the community and environment sectors to replace staff members who leave at the end of contracts or due to contract uncertainty?
- b) Have any community or environment sector organisation offered a costing to ACT Government for these?
- c) Has ACT Government estimated the total cost across the environment and community sector for these costs?
- d) If the answer to c) is yes, how does this figure compare to the total cost of environment and community sector costs in the budget?

MR CHRIS STEEL MLA: The answer to the Member's question is as follows:

Treasury has not estimated the costs of the not-for-profit non-government organisations to replace staff and it has not received costings from the non-government sector to replace staff.

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Approved for circulation to the Select Committee on Caretaker Conventions

Signature: 
By the Treasurer, Mr Chris Steel MLA

Date: 20 / 3 / 26