



Inquiry into annual and financial reports 2024–2025

Answer to question on notice

Asked by: Mr Thomas Emerson MLA

Addressed to: Minister for Disability, Carers and Community Services

Reference: Community Services Directorate Annual Report 2024-25

Hearing: 13 November 2025

In relation to: Community Services Directorate Annual Report 2024-25

Question received: 14 November 2025

Answer Due: 2 December 2025

1. ACT Labor's 2024 election commitments include moving towards parity between the public sector and the community sector for paid parental leave, superannuation, and family and domestic violence leave. Why was a community sector proposal for paid parental leave parity rejected by the Government, and when can the community sector expect this election commitment to be acquitted for all three elements?

Ms Suzanne Orr MLA: The answer to the Member's question is as follows:

1. The ACT Government has made a commitment to move towards parity between the public and community sectors for paid parental leave, superannuation and family and domestic violence leave through the Community Sector MEA.

The Community Sector MEA has been in negotiation between relevant employers and the Australian Services Union (ASU) for many years.

ASU applied to the FWC for the ACT Government to be joined to a supported bargaining authorisation for the MEA alongside the 17 community sector organisations already part of the process.

The key outstanding MEA issues that the parties seek to address through the FWC process are staff conditions including: 14 weeks paid parental leave, 2% additional superannuation, and 20 days of family and domestic violence leave.

Since the ACT Government joined the supported bargaining authorisation for the MEA, constructive conversations continue on this matter through the FWC process and negotiations continue.

The government commitment to continue the work in moving towards parity between the public and community sectors for paid parental leave, superannuation and family and

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domestic violence leave through the MEA does not commit to a specific timeframe for delivery or against the full range of the outstanding claims.

The ACT Government notes that ACT Public Service and MEA employers are currently at parity regarding superannuation.

The ACT Government also notes that employer data has not yet demonstrated a need for additional funding for increased paid family and domestic violence leave.

The ACT Government did not accept the proposal supplied so far from employers regarding paid parental leave but will consider future approaches regarding this condition.

The ACT Government remains open to discussing new paid parental leave options with parties and is expecting to receive a new proposed funding model by the ASU which will be considered in context of the government commitment.

Approved for circulation to the Standing Committee on Social Policy

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke.

Signature:

Date: 03/12/25

By the Minister for Disability, Carers and Community Services, Ms Suzanne Orr MLA