



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 Police, Fire and Emergency Services

In relation to: ACT Ambulance Service and requests for secondary employment

Hearing: 28 July 2026

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Transcript provided: 30 July 2026

Answer Due: 6 August 2026

Mr David Dutton took on notice the following question(s):

MR EMERSON: Okay. And what in those kinds of circumstances—well, policies govern secondary appointments so as you said there might be someone injured but fits work part-time is that approved for them to do that and perhaps work in other jobs separately. Are those policies applied consistently and I am also thinking about cases where there may be delays due to issues like workers compensation processes as you mentioned.

Mr Dutton: So ACT Ambulance applies ACT government policy in relation to secondary employment. So there is an application and an approval process required and one of the factors that we are required to assess is potential or actual conflicts of interests but also fitness and readiness for the normal duties. So there is a standard procedure that staff are able to apply for secondary employment. We have a range of staff with secondary employment and that include things like part-time military service or defence reserve service. It can be working in other areas or other health professions particularly for our dual-qualified staff. We have a number of staff in the organisation that hold the dual degrees, so they are qualified in paramedicine and nursing and some of them work in both of those domains.

MR EMERSON: And are applications for secondary employment often rejected?

Mr Dutton: I will tell you in my experience they are not routinely rejected. From time to time there are always applications where either further information is required or a specific set of circumstances needs to be considered.

MR EMERSON: Okay. Perhaps you can provide on notice, say in the last three years, how many requests for secondary employment were approved versus rejected.

Mr Dutton: Yes. Happy to take that on notice.

MR EMERSON: Is that okay?

Mr Dutton: Yes.

MR EMERSON: And perhaps also while we have got that going on notice, how many paramedics have requested part-time or modified return to work or kind of flexible arrangements over that period and what proportion of those requests were approved versus rejected.

Mr Dutton: The last three years did you say?

MR EMERSON: The last three years.

Mr Dutton: Yes, okay.

Dr Marisa Paterson MLA: The answer to the Member's question is as follows:

ACTAS considers secondary employment applications in line with the *Justice and Community Safety Second Job Policy*. 150 secondary employment applications have been approved for the period 1 July 2023 to 30 June 2026. This number includes re-approvals, as well as staff who need to have multiple approvals for various commitments, for example, someone might do sessional work at university alongside another employment or volunteer work. Over this same period, three have been rejected, however, one of the three was subsequently approved at a later date.

The ACT Ambulance Service (ACTAS) considers part time and flexible arrangements in line with its *Flexible Working Arrangements Procedure*. There has been a total of 105 applications for the period 1 July 2023 to 30 June 2026. This number includes re-approvals for a new period, or where flexible working arrangements have changed. ACTAS is aware of one flexible workplace arrangement that has not been approved or an agreed position reached.

Modified return to work arrangements are managed on a case-by-case basis.

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

Signature: 

Date: 10/08/26

By the Minister for Police, Fire and Emergency Services, Dr Marisa Paterson MLA