



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

Answer to question on notice

Asked by: Fiona Carrick MLA

Addressed to: Minister for the Public Service

Reference: ACT Public service

Hearing: 21/07/2026

In relation to: Public servants based outside Canberra region

Question received: 28/07/2026

Answer Due: 05/08/2026

- (1) How many ACT Public Service employees who are currently working on a remote basis are based outside the Canberra region?
- (2) What eligibility criteria apply to arrangements for ACT Public Service employees to work remotely and be based outside the Canberra region?
- (3) Are ACT Public Service employees who work remotely and are based outside the Canberra region required to physically visit the ACT during their employment.
- (4) If not, why not?
- (5) If yes, how often and are travel costs covered for these visits?

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

Data is not centrally collected on the number of ACT Public Service employees who are working remotely and are based outside the Canberra region. However, data is available and has been provided on those employees with a primary residential address outside the Canberra region, see [Table 1](#). It is important to note that this data does not correlate to the specific working arrangements for these employees as it is at the discretion of each directorate to determine the requirements needed to meet the deliverables of their workplaces. As advised elsewhere, it is not a requirement that ACT Public Servants update their address details when these change, so the data is provided on a "best efforts" basis.

The eligibility criteria for approval of remote working arrangements is managed by individual directorates having regard to operational requirements, the duties of the role and the relevant whole of government and directorate policies. Whole of Government policies to support these instances are

available on the [ACTPS Employment Portal](#): the [Flexible Working Arrangements Policy](#) and the [Flexible-Working-Arrangements-Policy-Working-Remotely-Interstate-or-Overseas](#).

The requirements for an employee to physically attend the ACT for work is determined on a case-by-case basis by the employing directorate, having regard to the employee's role and the operational needs of the workplace. For example, staff may choose to commute and live in Canberra during the week and return to their primary residence on the weekend. The frequency of attendance and any travel-related arrangements would generally be specified as part of the individual remote working arrangement. Information about these arrangements is not centrally collected as these matters are typically managed by directorates as part of the individual approval process.

Table 1: ACTPS Employees with a primary residential address located outside the Canberra region**

Classification Group	Count
Administrative Officers	120
Ambulance Officers	34
Ambulance Support Officers	
Bus Operator	
Custodial-Correctional Officers	
Dental	
Executive Officers	15
Fire Brigade Officers	23
General Service Officers & Equivalent	
Health Professional Officers	74
Information Technology Officers	
Legal Officers	
Legal Support	
Medical Officers	255
Nursing Staff	61
Professional Officers	
Prosecutors	
Rangers	
School Leaders	
Senior Officers	137
Teacher	50
Technical Officers	
Grand Total	821*

* Figures provided do not add to the grand total listed as no results have been reported in a classification group where there are less than 10 individuals identified. This is to protect personal information and/or data that could potentially reveal an individual's identity.

**Includes current active paid employees and those on paid leave. Excludes employees who are casual and not working regularly, as well as those on long-term unpaid leave. For the purposes of this analysis, the ACT Region is defined using the post-2020 definition adopted during COVID-19. This classifies employees with postcodes outside the 2580 to 2630 range as being beyond a reasonable daily commuting distance.

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



Signature:

Date:

6/8/26

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