Request for Costing an Election Commitment

Name of proposal:	Expand the Secure Work Taskforce
Person requesting costing:	Andrew Barr MLA
Date of request:	11 October 2024
Summary of proposal:	Expand the Secure Work Taskforce to make more public sector jobs permanent.
Issue the proposal will address:	Historically, a range of jobs in the ACT public service have been long-term, rolled over 12 month or 6 month contracts. The ACT Labor Government established the Taskforce to systematically review such arrangements with a view to shifting these to permanent positions, giving works more employment security.
Proposal's public announcement details (media release or policy statement published on a party website)[1]:	act-labor-policy-positon-statement-2024-7-october-2024.pdf (actlabor.org.au) pp 37-38.

What are the key assumptions that have been made in the proposal?

Note: The costing will be developed on the basis of information and assumptions provided in the costing request. The professional judgment of the Under Treasurer will determine whether these assumptions are adopted in the costing of the proposal.

A re-elected Labor Government will strengthen the Secure Work Taskforce Team in the Office of Industrial Relations and Workplace Safety in CMTEDD, to ramp up its examination and recommendations on shifting positions to permanent employment across the PS. An additional ASO6 will be employed in to the relevant team.

The cost of those recommendations, if proposed to shift positions to permanent, will be separately considered by Directorates and agencies.

Workers Compensation at 1.45%.

What are the estimated revenue and operating costs each year (if available) and what are the capital requirements for this proposal and estimated costs each year (if available)?

	2024-25	2025-26	2026-27	2027-28	Total
	$'000	$'000	$'000	$'000	$'000
Revenue[(a)]					
Expenses[(a)]		-149.7	-154.0	-158.2	-461.8

[1] As per Part 2, section 5 of the *Election Commitments Costing Act 2012*

Capital[a]					
Depreciation[a]					
Offset - Expenses[a]					
Offset - Capital[a]					
Full-time equivalent employees		**1**	**1**	**1**	

(a) A negative number indicates a decrease in revenue or an increase in expenses, depreciation or capital outflows. A positive number indicates an increase in revenue or decrease in expenses, depreciation or capital inflows. The expenses row is not to include depreciation costs.

Has any specific information or data been utilised in generating the proposal? Please provide links or attach information/data sources referenced.
No
Where relevant, is funding for the proposal to be demand driven or a capped amount?
The FTE for this function is a capped and ongoing amount as per the assumptions.
Will third parties, for instance the Commonwealth or other State/Territories, have a role in funding or delivering the proposal? Does the proposal provide additional funding to, or redirect, any existing Commonwealth/State or Territory funding arrangements?
No
Will funding/the cost require indexation?
The 1 FTE has been costed as per the Average Salary Costing template which includes increases as per relevant EBAs
Who will administer the proposal?
OIRWS, CMTEDD
How will the proposal be administered?
OIRWS DDG will be responsible for the allocation of this additional FTE into the existing organisational structure.
Is the proposal part of a broader package? If so, please identify the other elements of the package.
Yes, this is part of Labor's Public Sector support and protection package, available here: act-labor-policy-positon-statement-2024-7-october-2024.pdf (actlabor.org.au). This is not reliant on other aspects of the package.

Has an allowance been made for expenses necessary to support the implementation of this proposal? – If no, will the government agency be expected to absorb expenses associated with this proposal? – If yes, please specify the key assumptions.
1 FTE ASO 6 will be allocated to strengthen the existing team and speed up reviews and recommendations to relevant Directors-General and agency heads on making positions permanent.
Will the proposal generate savings or offsets? If so, please quantify any savings or offsets.
The proposal should, over the medium term, reduce administration costs associated with repeated re-hiring of existing employees on short term contracts. But this is not quantifiable so has been excluded.
Has the proposal been previously costed by an external (third) party? If so, will a copy of this material, including any assumptions, be made available to Treasury?
No
What are the community impacts associated with the proposal? Who and how many people will be affected?
The proposal will directly benefit ACT public servants who have been stuck on rolling contracts for long periods of time. They are effectively permanent employees but do not have the same job security, leading to difficulties in obtaining loans etc.
Are there any transitional considerations associated with implementation of the proposal? If so, how will they be managed?
No
What is the intended implementation date of the proposal?
The proposal will commence from 1 July 2025 and be ongoing.
When is the proposal expected to be fully operational? Please provide details such as the start and end dates, the level of commitment during each period etc.
From 1 July 2025.
Will the proposal cease, and if so, when?
No
Is there any additional information relevant to this proposal?
No