FREEDOM OF INFORMATION REQUEST SCHEDULE

Please be aware that under the *Freedom of Information Act 2016*, some of the information provided to you will be released to the public through the ACT Government's Open Access Scheme. The Open Access release status column of the table below indicates what documents are intended for release online through open access.

Personal information or business affairs information will not be made available under this policy. If you think the content of your request would contain such information, please inform the contact officer immediately.

Information about what is published on open access is available online at: iCBR Disclosure Log

NAME	WHAT ARE THE PARAMETERS OF THE REQUEST
iCBRFOI2627/15	I seek access to documents under the Freedom of Information Act 2016 (ACT) relating to the preparation of the Government's response to Question on Notice No. 1260, answered by the Chief Minister. This request includes, but is not limited to, the following: 1. Non administrative emails discussing the preparation of the responses, including any draft or proposed responses, and clearances. Including attachments 2. Microsoft Teams messages chats and channel discussions in relation to the responses. 3. Any draft versions of the responses, including any track changes or annotations. 4. Any briefings prepared to executives or Ministers 5. Any interagency correspondence 6. Any document or advice relied on when preparing the responses 7. Metadata: Where documents were prepared electronically, I request copies that retain available metadata, including document creation dates, authors, version history and approval history where practicable. Date Range: 1 May 2026 until the date this request is processed.

Section Ref No	Pages	Description	Date	Status	Reason for non-release or deferral	Open Access release status
1.	1-2	Response to Question on Notice (QON) – Draft One	16/06/2026	Full	N/A	Yes
2.	3 – 17	Email and attachments: Request for input into SES oncosts for QON 944	19/06/2026	Partial	Schedule 2.2(a)(ii) – Personal Privacy	Yes
3.	18-19	Response to Question on Notice (QON) – Draft Two	22/06/2026	Full	N/A	Yes
4.	20-21	Response to Question on Notice (QON) – Draft Three	23/06/2026	Full	N/A	Yes
5.	22-23	Response to Question on Notice (QON) – Draft Four	23/06/2026	Full	N/A	Yes
6.	24-25	Response to Question on Notice (QON) – Draft Five	23/06/2026	Full	N/A	Yes
7.	26-27	Response to Question on Notice (QON) – Draft Six	24/06/2026	Partial	Schedule 2.2(a)(ii) – Personal Privacy	Yes
8.	28-34	Email: QON – Exec positions	24/06/2026	Partial	Schedule 2.2(a)(ii) – Personal Privacy	Yes
9.	35-36	Response to Question on Notice (QON) – Draft Seven	25/06/2026	Partial	Schedule 2.2(a)(ii) – Personal Privacy	Yes
10	37-38	Response to Question on Notice (QON) – Draft Eight	25/06/2026	Partial	Schedule 2.2(a)(ii) – Personal Privacy	Yes
11	39-40	Response to Question on Notice (QON) – Draft Nine	01/07/2026	Full	N/A	Yes
12	41-48	Email and attachments: Advice and draft responses to QON – SES Employees	03/07/2026	Partial	Schedule 1.2 – Legal Professional Privilege	Yes

Section Ref No	Pages	Description	Date	Status	Reason for non-release or deferral	Open Access release status
13	49-53	Email and attachments: Advice and draft responses to QON – SES employees	07/07/2026	Partial	Schedule 1.2 – Legal Professional Privilege	Yes
14	54-60	Email: Advice on QON	07/07/2026	Partial	Schedule 2.2(a)(ii) – Personal Privacy	Yes
15	61-62	Response to Question on Notice (QON) – Draft Ten	07/07/2026	Full	N/A	Yes
16	63-64	Response to Question on Notice (QON) – Draft Eleven	08/07/2026	Full	N/A	Yes
17	65-66	Response to Question on Notice (QON) – Draft Twelve	08/07/2026	Full	N/A	Yes
18	67-68	Response to Question on Notice (QON) – Draft Thirteen	08/07/2026	Full	N/A	Yes
19	69-70	Response to Question on Notice (QON) – Draft Fourteen	08/07/2026	Full	N/A	Yes
20	71-72	Response to Question on Notice (QON) – Draft Fifteen	08/07/2026	Full	N/A	Yes
21	73-76	Email: Advice and Draft responses to QON – SES employees	08/07/2026	Partial	Schedule 1.2 – Legal Professional Privilege Schedule 2.2(a)(ii) – Personal Privacy Schedule 2.2(a)(xiii) – prejudice the competitive commercial activities of an agency	Yes

Section Ref No	Pages	Description	Date	Status	Reason for non-release or deferral	Open Access release status
22	77-87	Email: Updates to QON – SES roles at iCBR	09/07/2027	Partial	Schedule 2.2(a)(ii) – Personal Privacy	Yes
23	88-89	Response to Question on Notice (QON) – Draft Sixteen	09/07/2026	Full	N/A	Yes
24	90-91	Response to Question on Notice (QON) – Draft Seventeen	09/07/2026	Full	N/A	Yes
25	92	Microsoft Teams Messages	08/10/2026	Full	N/A	Yes
Total						
25						

ACT Government
Infrastructure Canberra

Our Ref: iCBRFOI2627/**15**

Schedule 2.2(a)(ii)

FREEDOM OF INFORMATION REQUEST

I refer to your application under section 30 of the *Freedom of Information Act 2016* (the Act), accepted by Infrastructure Canberra (iCBR) on 16 September 2026.

In your information access request, you sought access to:

I seek access to documents under the Freedom of Information Act 2016 (ACT) relating to the preparation of the Government's response to Question on Notice No. 1260, answered by the Chief Minister.

This request includes, but is not limited to, the following:

1. Non administrative emails discussing the preparation of the responses, including any draft or proposed responses, and clearances. Including attachments
2. Microsoft Teams messages chats and channel discussions in relation to the responses.
3. Any draft versions of the responses, including any track changes or annotations.
4. Any briefings prepared to executives or Ministers
5. Any interagency correspondence
6. Any document or advice relied on when preparing the responses
7. Metadata: Where documents were prepared electronically, I request copies that retain available metadata, including document creation dates, authors, version history and approval history where practicable.

Date Range: 1 May 2026 until the date this request is processed.

Authority

I am an Information Officer appointed by the Director General under section 18 of the Act to deal with access applications made under Part 5 of the Act.

In accordance with section 40 of the Act, iCBR is required to provide a decision on your access application within 30 days. Therefore, a decision is due by 30 October 2026.

Decision on access

Searches were completed for relevant information, and twenty-five (25) items were identified as within the scope of your access request.

The records identified as relevant to your application are listed in the schedule enclosed. This provides a description of each document that falls within the scope of your request and the access decision for each of those documents.

My decision in relation to the documents relevant to your request summarised as follows:

- Partial access to seven items; and
- Full release to 18 documents.

My decision is detailed further in the following Statement of Reasons.

Statement of Reasons

In making my decision on disclosing government information, I must identify all relevant factors in Schedule 1 and 2 of the Act and determine, on balance, where the public interest lies.

In reaching my access decision, I have taken the following into account:

Information disclosure of which is taken to be contrary to the public interest (Schedule 1)

Some information within the documents is exempt from disclosure under Schedule 1 of the Act. Schedule 1 information is exempt from disclosure and is not subject to balancing factors for and against release.

- Section 1.2 – information subject to legal professional privilege;

The information comprises confidential communications between the Directorate and its legal advisers that were created for the dominant purpose of seeking, obtaining or providing legal advice in relation to the matters under consideration. I am satisfied that the legal professional privilege attaching to this information has not been waived.

As the information is subject to legal professional privilege, it is exempt information under Schedule 1, section 1.2 of the Act. Schedule 1 information is not subject to the public interest test and must not be disclosed. Accordingly, I have decided to withhold this information from release.

Factors <u>favouring disclosure</u> in the public interest (Schedule 2, Section 2.1)

- Section 2.1(a)(i) – promote open discussion of public affairs and enhance the governments accountability;

I am satisfied that these are relevant considerations favouring disclosure in this case, and in the interests of enhancing open discussion, I afford them significant weight.

Factors <u>favouring non-disclosure</u> in the public interest (Schedule 2, Section 2.2)

- Section 2.2(a)(ii) – prejudice the protection of an individual's right to privacy or any other right under the *Human Rights Act 2004*;

I consider that the protection of an individual's right to privacy, especially in the course of dealings with the ACT Government is a significant factor as the parties involved have provided their personal contact information for the purposes of working with the ACT Government. I have considered this information and in my opinion the protection of individuals' personal details outweighs the benefit which may be derived from releasing them. I consider that individuals are entitled to expect that the personal information they have supplied as part of this process to the ACT Government will be dealt with in a manner that protects their privacy. Considering the type of information to be withheld from

release, I am satisfied that the factors in favour of release can still be met while protecting the personal information of the individuals.

- Section 2.2(a)(xiii) – prejudice the competitive commercial activities of an agency.

The documents contain information relating to the commercial activities. Disclosure of this information could reasonably be expected to diminish the Directorate's ability to compete effectively by revealing commercially sensitive information to competitors, customers or other market participants.

Charges

I have decided to waive any charges in relation to this Freedom of Information application.

Online Publishing – Disclosure Log

Under section 28 of the Act, iCBR maintains an official online record of access applications called a Disclosure Log. Your original access application, my decision and documents released to you in response to your access application will be published on the iCBR Disclosure Log within three to ten working days after the date of the decision.

Your personal details will not be published.

You may view the iCBR Disclosure Log at: iCBR Disclosure Log

Ombudsman Review

My decision on your access request is a reviewable decision as identified in Schedule 3 of the Act. You have the right to seek ombudsman review of this outcome under section 73 of the Act within 20 working days from the day that my decision is published on the iCBR Disclosure Log, or a longer period allowed by the Ombudsman.

If you wish to request a review of my decision you may write to the Ombudsman at:

The ACT Ombudsman
GPO Box 442
CANBERRA ACT 2601
Via email: actfoi@ombudsman.gov.au

ACT Civil and Administrative Tribunal (ACAT) Review

Under section 84 of the Act, if a decision is made under Section 82(2) on an Ombudsman review, you may apply to ACAT for review of the Ombudsman decision.

Further information may be obtained from the ACAT at:

ACT Civil and Administrative Tribunal
15 Constitution Avenue
GPO Box 370
CANBERRA CITY ACT 2601
Telephone: (02) 6207 1740
http://www.acat.act.gov.au

Should you have any queries in relation to your request, please contact me via email iCBR.FOI@act.gov.au.

Please ensure you quote your reference number: **iCBRFOI2627/15.**

Yours sincerely,

Schedule 2.2(a)(ii)

Kyla Kerow
Information Officer
Infrastructure Canberra
30/10/2026

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

Questions on Notice Paper No 21
15 May 2026
Question No. 1260

Peter Cain MLA: To ask the Chief Minister

In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, (a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022, (b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate, (c) was the engagement direct or competitively tendered, (d) does the consultant's cost exceed the equivalent SES salary and on-costs, (e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed, (f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and (g) will the Chief Minister commission an Auditor-General review of SES workforce management at Infrastructure Canberra given that over $1 million has been paid to absent executives, there is a consultant filling an SES role and 13 position changes have occurred without independent scrutiny; if not, why not.

ANDREW BARR MLA - The answer to the Member's question is as follows:

[Answer]

Approved for circulation to the Member and incorporation into Hansard.

Andrew Barr MLA

act.gov.au

ACT Legislative Assembly
London Circuit, GPO Box 1020,
Canberra ACT 2601

+61 2 6205 0011
barr@act.gov.au

ABarrMLA
andrewbarrmla

Chief Minister	**Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.	

From: Gamage, Nishi
To: Trevaskis, Andrew
Cc: Kashyap, Mehul; Dias, Andrew; Tarrant, Sarah; Grey, Brooke; Mohammed, Atif; Arnold, Kris
Subject: FW: Response requested by COB Friday 19 June - review SES oncosts for QON 944
Date: Friday, 19 June 2026 12:47:44 PM
Attachments: Executive Leave ICBR June 2026 FINAL.xlsx
FW Response requested by COB Friday 19 June - iCBR SES Leave QON.msg
DUE 23 June - QONs 1232 and 1260 - June Sitting Week.msg
image001.png

OFFICIAL: Sensitive - Personal Privacy

Hi Andrew,

We have reviewed the attached data, and comfortable with the OIRWS' approach regarding calculation of $ values.

Due to sensitivity, not sure of the level of detail that will be provided as response, however I would highlight that leave end date for Schedule 2.2(a)(ii) needs to be updated to 06 May-26 to make it consistent with the costs provided by OIRWS. (understand that Mehul has spoken to you regarding this)

Name	Position	Classification	Leave	Start Date	End Date
Schedule 2.2(a)(ii)		SES 1.4	Schedule 2.2(a)(ii)	3/9/2025	26/6/2026
		SES 1.4	Schedule 2.2(a)(ii)	26/2/2025	7/4/2026
		SES 2.4	Schedule 2.2(a)(ii)	9/12/2024	20/06/2025
		SES2.3	Schedule 2.2(a)(ii)	26/07/2023	19/09/2025

Also, noting that costs associated include Salary on-costs consistent with calculation

methodologies defined in the ACTPS Employee Benefits Accounting Policy (AAPP 110 - Employee Benefits Policy – Page 13-14, Section 3.2.2). which is Superannuation, Leave Entitlements (Annual Leave and Long Service Leave that would have been accrued whilst the individuals were on leave), Executive Allowances. The Total Cost represents the value of the leave taken (inclusive of Salary and allowances) plus the Superannuation and Leave Entitlements on-costs components.

Thanks,
Nishi

From: Trevaskis, Andrew <Andrew.Trevaskis@act.gov.au>
Sent: Friday, 19 June 2026 11:15 AM
To: Gamage, Nishi <Nishi.Gamage@act.gov.au>
Cc: Dias, Andrew <Andrew.Dias@act.gov.au>; iCBR, Finance <iCBRFinance@act.gov.au>; Tarrant, Sarah <Sarah.Tarrant@act.gov.au>; Grey, Brooke <Brooke.Grey@act.gov.au>; Mohammed, Atif <Atif.Mohammed@act.gov.au>
Subject: Response requested by COB Friday 19 June - review SES oncosts for QON 944

OFFICIAL: Sensitive - Personal Privacy

Good morning Nishi

Further to my attached email to Andrew, iCBR have received QONs relating to Executive leave and associated on-costs. This is a follow up to a previous QON (QON 944) relating to the four staff below being on continuous periods of leave for six months or more (the staff below were not personally identified in QON 944).

Name	Position	Classification	Leave	Start Date	End Date
Schedule 2.2(a)(ii)		SES 1.4	Schedule 2.2(a)(ii)	3/9/2025	26/6/2026
		SES 1.4	Schedule 2.2(a)(ii)	26/2/2025	7/4/2026
		SES 2.4	Schedule 2.2(a)(ii)	9/12/2024	20/06/2025

Schedule 2.2(a)(ii)	SES2.3	Schedule 2.2(a)(ii)	26/07/2023	19/09/2025

The OIRWS Data and Reporting team have provided the attached on-cost figures in response to this question, as well as an overview of their methodology below. I recall that previously Gillian had asked for HR to liaise with iCBR Finance when providing any data, and as such, I was hoping a member of the Finance team could review the attached data prior to these possibly being included in the QON.

I have requested that this information be provided by COB today, please let me know if early next week is a more realistic timeframe. For background, our Ministerial team has requested a response to the QONs by 23 June – I have attached this correspondence to this email so you have context.

Please reach out if you have any questions.

Many thanks

Andrew

From: Hengst, Darren <Darren.Hengst@act.gov.au>
Sent: Friday, 19 June 2026 9:04 AM
To: iCBR, HR <iCBRHR@act.gov.au>
Cc: Bolton, Martin <Martin.Bolton@act.gov.au>; Finley, Rachael <Rachael.Finley@act.gov.au>; Khem, Deepika <Deepika.Khem@act.gov.au>; Seri, Srujana <Srujana.Seri@act.gov.au>; Shared Services, Exec Payroll <ExecPayroll.SharedServices@act.gov.au>; Allars, Alex <Alex.Allars@act.gov.au>; Trevaskis, Andrew <Andrew.Trevaskis@act.gov.au>
Subject: RE: Response requested by COB Friday 19 June - iCBR SES Leave QON

OFFICIAL: Sensitive - Personal Privacy

Hi Andrew

Further to the below, attached is a file which should assist you with the response to the Question on Notice.

The sheet titled Totals provides a pivot table with the total for each named individual and a total across the categories requested in the QON. We assume in preparing the response to the QON, you will only be using the total line from the bottom of the pivot table.

In the attached we have also included the detailed data and workings on the sheet titled data.

For clarity on the interpretation that has been applied, for the Superannuation and Leave Entitlements components of the question, we have aligned with the on-costs calculation methodologies defined in the ACTPS Employee Benefits Accounting Policy (AAPP 110 - Employee Benefits Policy – Page 13-14, Section 3.2.2). In particular the calculation of each result in the attached reflects the following:

- (i) Superannuation – This represents a calculated value of Superannuation, aligned with the accounting policy. It is worth noting that, consistent with the accounting policy, PSS Members have a super rate of 31.5% prior to July 2024 and 33.5% from July 2024 applied, which represents the Liability component and the EPSC Component.
- (ii) Leave Entitlements – This represents a calculated value of Annual Leave and Long Service Leave that would have been accrued whilst the individuals were on leave. This uses the standard accrual rates for 4 weeks Annual Leave and 9 Calendar Days Long Service Leave per year, aligned with the accounting policy.
- (iii) Executive Allowances – Allowances are not directly or separately included in the defined on-costs methodologies. The figure reported here is the value of allowance based on the hourly rate of the allowances and the number of hours of leave taken.
- Total Cost – The Total Cost represents the value of the leave taken (inclusive of Salary and allowances) plus the Superannuation and Leave Entitlements on-costs components.

It may also be worth noting that for periods of Unpaid Personal Leave the value of the leave has been calculated as $0, however, a value is still applied for Superannuation and Leave Entitlement Accruals (which the person would continue to receive).

Let me know if you have any questions with regards to the attached or the above.

Regards

Darren Hengst I Director – HR Data and Reporting
Phone: +61 2 6207 6767 | darren.hengst@act.gov.au
ACTPS Employment and Industrial Relations Group
Office of Industrial Relations and Workforce Strategy | Chief Minister, Treasury and Economic Development Directorate | ACT Government
125 Gungahlin Place, Gungahlin 2912 | GPO Box 158 Canberra ACT 2601 | www.act.gov.au
Customer Website: Home - OneGov Service Centre (service-now.com)
Please submit all report requests using the online request form on the OneGov Service Centre Website (Request HR reporting services - OneGov Service Centre (service-now.com))
Please consider the environment before printing this email. If printing is necessary, print double-sided and black and white.

From: Shared Services, Exec Payroll <ExecPayroll.SharedServices@act.gov.au>
Sent: Thursday, 18 June 2026 8:59 AM
To: Hengst, Darren <Darren.Hengst@act.gov.au>
Cc: Bolton, Martin <Martin.Bolton@act.gov.au>; Finley, Rachael <Rachael.Finley@act.gov.au>; Khem, Deepika <Deepika.Khem@act.gov.au>; Seri, Srujana <Srujana.Seri@act.gov.au>
Subject: FW: Response requested by COB Friday 19 June - iCBR SES Leave QON

OFFICIAL: Sensitive - Personal Privacy

From: iCBR, HR <iCBRHR@act.gov.au>
Sent: Wednesday, 17 June 2026 9:26 PM
To: Shared Services, Exec Payroll <ExecPayroll.SharedServices@act.gov.au>
Cc: iCBR, HR <iCBRHR@act.gov.au>
Subject: Response requested by COB Friday 19 June - iCBR SES Leave QON

OFFICIAL: Sensitive - Personal Privacy

Good evening Srujana

Apologies for contacting you directly and for the requested timeframe– I am currently responding to a Question on Notice from the Legislative Assembly regarding Executive leave for iCBR, and was provided your name. iCBR has been asked to provide information on Executive on leave, specifically:

What are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022.

Based on our internal information, these executives are Schedule 2.2(a)(ii) Schedule 2.2(a)(ii) Please note that the identification of these executive relates to a previous QON in which they were included as part of an aggregated response in which they were not specifically identified.

Could I please receive estimates for the four executive below based on their classification and their periods of leave, including superannuation, leave entitlements and executive allowances by COB 19 June. I have included information, including leave type and start/end dates of leave as per CHRIS21 to inform these calculations.

Name	Position	Classification	Leave	Start Date	End Date
Schedule 2.2(a)(ii)		SES 1.4	Schedule 2.2(a)(ii)	3/9/2025	26/6/2026

Schedule 2.2(a)(ii)				
	SES 1.4	Schedule 2.2(a)(ii)	26/2/2025	7/4/2026
	SES 2.4	Schedule 2.2(a)(ii)	9/12/2024	20/06/2025
	SES2.3	Schedule 2.2(a)(ii)	26/07/2023	19/09/2025

In order to meet the timeframes for this QON, could this information be provided by COB Friday 19 June? Please reach out if you have any questions or if the requested deadline presents any issues.

Many thanks

Andrew

Andrew Trevaskis
Director | Human Resources
Chief Operating Office | People, Engagement and Operations
Phone: 02 6205 9072 | Email: Andrew.Trevaskis@act.gov.au
Infrastructure Canberra | **ACT Government**
Level 3, 2 Constitution Avenue
GPO Box 158 Canberra ACT 2601 | act.gov.au
Please consider the environment before printing this email. If printing is necessary, print double-sided and black and white.

From: iCBR, Ministerial
To: iCBR, HR; Tarrant, Sarah
Cc: iCBR, Ministerial; iCBR Director General; iCBR, PEO EGM Office
Subject: DUE 23 June - QONs 1232 and 1260 - June Sitting Week
Date: Tuesday, 16 June 2026 11:04:58 AM

OFFICIAL: Sensitive

Good morning team
Please see below request:
REQUEST: Response to QONs 1232 and 1260 from June 10-12 Sitting Week
LINK:
Out of scope
QON 1260 - CAIN - SES Officers Infrastructure Canberra (fA17675745)
CRITICAL DATE: Tuesday 23 June 2026
CRITICAL REASON: To allow appropriate DG and MO clearance time prior to lodgement.
NOTES: Noting the sensitivities associated with the matters raised in these Questions on Notice (QONs), our team is seeking advice from OIRWS in accordance with the Director-General's direction, to ensure an appropriately considered and coordinated response. We will let you know as soon as we receive this advice back to inform drafting. Please ensure you complete the QON costing tool in each folder.
Let me know if there are any issues or if you need to seek input from another directorate in order to finalise these.
Many thanks,
Babita Busic
Director – Housing
Ministerial and Government Business
People, Engagement and Operations
Infrastructure Canberra | ACT Government
E:Babita.Busic@act.gov.au
GPO Box 158 Canberra ACT 2601

[redacted] Schedule 2.2(a)(ii)

detnumber	detsurinit	Values Sum of (i) Superannuation	Sum of (ii) Leave entitlements	Sum of (iii) Executive Allowances	Sum of Total Cost
		$ 65,482.78	$ 19,804.72	$ 24,981.50	$ 280,758.47
		$ 205,114.18	$ 63,631.48	$ 69,872.29	$ 896,783.06
		$ 110,458.75	$ 33,407.33	$ 23,114.92	$ 295,364.30
		$ 19,794.94	$ 16,044.67	$ 15,458.17	$ 194,199.17
Grand Total		**$ 400,850.65**	**$ 132,888.20**	**$ 133,426.88**	**$ 1,667,105.00**

Schedule 2.2(a)(ii)

posl1cd	posl2cd	posl3cd	posl4cd	posl5cd	posl6cd	pdtclass	zpcbnkcd
MPC	PRP	GOVI	N	N	0576	CE2.4	62
MPC	PRP	GOVI	N	N	0576	CE2.4	62
MPC	PRP	GOVI	N	N	0576	CE2.4	62
MPC	PRP	GOVI	N	N	0576	CE2.4	62
MPC	PRP	GOVI	N	N	1298	CE2.4	62
MPC	PRP	N	N	N	1298	CE2.3	62
ICBR	PRP	N	N	N	1298	CE2.3	62
ICBR	PRP	N	N	N	1298	CE2.3	62
ICBR	PRP	N	N	N	1298	CE2.3	62
ICBR	PRP	N	N	N	1298	CE2.3	62
ICBR	PRP	N	N	N	1298	CE2.3	62
ICBR	PRP	N	N	N	1298	CE2.3	62
ICBR	PRP	N	N	N	1298	CE2.3	62
ICBR	PRP	N	N	N	1298	CE2.3	62
ICBR	PRP	N	N	N	1298	CE2.3	62
ICBR	IPS	N	N	N	0958	CE2.4	85
ICBR	IPS	N	N	N	0958	CE2.4	85
ICBR	PRP	N	N	N	1298	CE2.3	62
ICBR	IPS	N	N	N	0958	CE2.4	85
ICBR	PC&E	N	N	N	0958	CE2.4	85
ICBR	PC&E	N	N	N	0958	CE2.4	85
ICBR	DP&S	N	N	N	1298	CE2.3	62
ICBR	PC&E	N	N	N	0958	CE2.4	85
ICBR	DP&S	N	N	N	1298	CE2.3	62
ICBR	DP&S	N	N	N	1298	CE2.3	62
ICBR	PC&E	N	N	N	0958	CE2.4	85
ICBR	DP&S	N	N	N	1298	CE2.3	62
ICBR	PC&E	N	N	N	0958	CE2.4	85
ICBR	DEHJ	CITW	N	N	3405	CE1.4	84
ICBR	DP&S	N	N	N	1298	CE2.3	62
ICBR	DEHJ	CITW	N	N	3405	CE1.4	84
ICBR	PC&E	N	N	N	0958	CE2.4	85
ICBR	DEHJ	CITW	N	N	3405	CE1.4	84
ICBR	DEHJ	CITW	N	N	3405	CE1.4	84
ICBR	DP&S	N	N	N	1298	CE2.3	62
ICBR	DEHJ	CITW	N	N	3405	CE1.4	84
ICBR	DP&S	N	N	N	1298	CE2.3	62
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DP&S	N	N	N	1298	CE2.3	62
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DP&S	N	N	N	1298	CE2.3	62
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DG	COO	N	N	3432	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	PEO	COO	N	N	3432	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	DDG	FINA	N	N	3405	CE1.4	84
ICBR	PEO	COO	N	N	3432	CE1.4	84

lvestart	lveend	FY	Included Period	lvecertif	lvehourtkn	SumOfHourlyRate	Prepayment	SumOfLeaveAmount	BonusAmount	SumOfAllowancePerHour	Leave Value (includes Allowa	WeeklyHours	StandardHours	PayRun
26-Jul-23	04-Dec-23	2023-24	Y		683.55	139.33364		95241.51	0	16.69168202	106651.1092	36.75	36.75	999999
05-Dec-23	05-Jan-24	2023-24	Y		132.3	139.33364		18433.84	0	17.99571968	20814.67371	36.75	36.75	483
08-Jan-24	12-Mar-24	2023-24	Y		330.75	139.33364		46084.6	0	17.99571968	52036.68428	36.75	36.75	483
13-Mar-24	09-Apr-24	2023-24	Y		132.3	139.33364		18433.84	0	17.99571968	20814.67371	36.75	36.75	489
10-Apr-24	01-May-24	2023-24	Y		110.25	139.33364		15361.53	0	17.99571968	17345.55809	36.75	36.75	496
02-May-24	24-May-24	2023-24	Y		124.95	139.33364		17409.74	0	17.99571968	19658.30517	36.75	36.75	492
27-May-24	19-Jun-24	2023-24	Y		124.95	139.33364		17409.74	0	17.99571968	19658.30517	36.75	36.75	496
20-Jun-24	27-Jun-24	2023-24	Y		44.1	139.33364		6144.61	0	17.99571968	6938.221238	36.75	36.75	497
28-Jun-24	03-Jul-24	2024-25	Y	Y	29.4	139.33364		4096.41	0	17.99571968	4625.484159	36.75	36.75	497
04-Jul-24	17-Jul-24	2024-25	Y	Y	73.5	143.51386		10548.27	0	17.99571968	11870.9554	36.75	36.75	498
18-Jul-24	30-Jul-24	2024-25	Y	Y	66.15	143.51386		9493.44	0	17.99571968	10683.85686	36.75	36.75	499
01-Aug-24	30-Aug-24	2024-25	Y	Y	161.7	143.51386		23206.19	0	17.99571968	26116.09787	36.75	36.75	499
02-Sep-24	25-Sep-24	2024-25	Y	Y	132.3	143.51386		18986.88	0	17.99571968	21367.71371	36.75	36.75	501
26-Sep-24	30-Oct-24	2024-25	Y	Y	176.4	143.51386		25315.84	0	17.99571968	28490.28495	36.75	36.75	504
31-Oct-24	27-Nov-24	2024-25	Y	Y	147	143.51386		21096.54	0	17.99571968	23741.91079	36.75	36.75	507
09-Dec-24	13-Dec-24	2024-25	Y		36.75	154.30449		5670.69	0	16.69168202	6284.109314	36.75	36.75	510
16-Dec-24	17-Dec-24	2024-25	Y		14.7	154.30449		2268.28	0	16.69168202	2513.647726	36.75	36.75	516
28-Nov-24	08-Jan-25	2024-25	Y	Y	176.4	143.51386		25315.84	0	17.99571968	28490.28495	36.75	36.75	508
18-Dec-24	14-Jan-25	2024-25	Y	Y	102.9	154.30449		15877.93	0	16.69168202	17595.50408	36.75	36.75	510
15-Jan-25	15-Jan-25	2024-25	Y	Y	7.35	154.30449		1134.14	0	16.69168202	1256.823863	36.75	36.75	510
16-Jan-25	17-Jan-25	2024-25	Y		14.7	154.30449		2268.28	0	16.69168202	2513.647726	36.75	36.75	511
09-Jan-25	04-Feb-25	2024-25	Y	Y	132.3	143.51386		18986.88	0	17.99571968	21367.71371	36.75	36.75	511
21-Jan-25	14-Feb-25	2024-25	Y	Y	132.3	154.30449		20414.48	0	16.69168202	22622.78953	36.75	36.75	511
05-Feb-25	21-Feb-25	2024-25	Y	Y	95.55	143.51386		13712.75	0	17.99571968	15432.24102	36.75	36.75	513
24-Feb-25	12-Mar-25	2024-25	Y	Y	88.2	143.51386		12657.92	0	17.99571968	14245.14248	36.75	36.75	516
17-Feb-25	17-Mar-25	2024-25	Y	Y	147	154.30449		22682.76	0	16.69168202	25136.43726	36.75	36.75	513
13-Mar-25	19-Mar-25	2024-25	Y		36.75	143.51386		5274.13	0	17.99571968	5935.472698	36.75	36.75	999999
18-Mar-25	14-Apr-25	2024-25	Y	Y	147	154.30449		22682.76	0	16.69168202	25136.43726	36.75	36.75	515
26-Feb-25	30-Apr-25	2024-25	Y	Y	308.7	114.27633		35277.1	0	16.43087449	40349.31096	36.75	36.75	519
20-Mar-25	14-May-25	2024-25	Y	Y	271.95	143.51386		39028.59	0	17.99571968	43922.52597	36.75	36.75	999999
01-May-25	30-May-25	2024-25	Y	Y	161.7	114.27633		18478.48	0	16.43087449	21135.35241	36.75	36.75	519
15-Apr-25	20-Jun-25	2024-25	Y	Y	323.4	154.30449		49902.07	0	16.69168202	55300.15997	36.75	36.75	518
03-Jun-25	27-Jun-25	2024-25	Y	Y	132.3	114.27633		15118.76	0	16.43087449	17292.5647	36.75	36.75	520
30-Jun-25	01-Jul-25	2025-26	Y	Y	14.7	114.27633		1679.86	0	16.43087449	1921.393855	36.75	36.75	522
15-May-25	16-Jul-25	2025-26	Y	Y	316.05	143.51386		45357.56	0	17.99571968	51045.1072	36.75	36.75	520
02-Jul-25	01-Aug-25	2025-26	Y		169.05	116.56204		19704.81	0	16.43087449	22482.44933	36.75	36.75	522
17-Jul-25	12-Aug-25	2025-26	Y	Y	139.65	146.3843		20442.57	0	17.99571968	22955.67225	36.75	36.75	524
04-Aug-25	15-Aug-25	2025-26	Y		73.5	116.56204		8567.31	0	16.43087449	9774.979275	36.75	36.75	525
13-Aug-25	21-Aug-25	2025-26	Y	Y	51.45	146.3843		7531.47	0	17.99571968	8457.349778	36.75	36.75	526
18-Aug-25	27-Aug-25	2025-26	Y		73.5	116.56204		8567.31	0	16.43087449	9774.979275	36.75	36.75	526
28-Aug-25	01-Sep-25	2025-26	Y	Y	22.05	116.56204		2570.19	0	98.38254211	4739.525054	36.75	36.75	545
02-Sep-25	15-Sep-25	2025-26	Y		73.5	116.56204		8567.31	0	98.38254211	15798.42685	36.75	36.75	999999
16-Sep-25	16-Sep-25	2025-26	Y		7.35	116.56204		856.73	0	98.38254211	1579.841685	36.75	36.75	545
22-Aug-25	19-Sep-25	2025-26	Y		154.35	146.3843		22594.42	0	17.99571968	25372.05933	36.75	36.75	526
17-Sep-25	03-Oct-25	2025-26	Y		95.55	116.56204		11137.5	0	98.38254211	20537.9519	36.75	36.75	999999
07-Oct-25	07-Oct-25	2025-26	Y	Y	7.35	116.56204		856.73	0	98.38254211	1579.841685	36.75	36.75	545
08-Oct-25	10-Oct-25	2025-26	Y		22.05	116.56204		2570.19	0	98.38254211	4739.525054	36.75	36.75	999999
13-Oct-25	24-Oct-25	2025-26	Y		73.5	116.56204		8567.31	0	98.38254211	15798.42685	36.75	36.75	999999
27-Oct-25	27-Oct-25	2025-26	Y	Y	7.35	116.56204		856.73	0	98.38254211	1579.841685	36.75	36.75	531
28-Oct-25	14-Nov-25	2025-26	Y		102.9	116.56204		11994.23	0	98.38254211	22117.79358	36.75	36.75	999999
17-Nov-25	17-Nov-25	2025-26	Y	Y	7.35	116.56204		856.73	0	98.38254211	1579.841685	36.75	36.75	531
18-Nov-25	05-Dec-25	2025-26	Y		102.9	116.56204		11994.23	0	98.38254211	22117.79358	36.75	36.75	999999
08-Dec-25	08-Dec-25	2025-26	Y	Y	7.35	116.56204		856.73	0	98.38254211	1579.841685	36.75	36.75	531
09-Dec-25	24-Dec-25	2025-26	Y		88.2	116.56204		10280.77	0	98.38254211	18958.11021	36.75	36.75	999999
02-Jan-26	02-Jan-26	2025-26	Y	Y	7.35	116.56204		856.73	0	16.43087449	977.4969275	36.75	36.75	531
05-Jan-26	15-Jan-26	2025-26	Y		66.15	116.56204		7710.58	0	16.43087449	8797.482348	36.75	36.75	999999
16-Jan-26	16-Jan-26	2025-26	Y	Y	7.35	116.56204		856.73	0	16.43087449	977.4969275	36.75	36.75	531
03-Sep-25	30-Jan-26	2025-26	Y	Y	735	116.56204		85673.1	0	16.43087449	97749.79275	36.75	36.75	533
19-Jan-26	04-Feb-26	2025-26	Y		88.2	116.56204		10280.77	0	16.43087449	11729.97313	36.75	36.75	999999
05-Feb-26	05-Feb-26	2025-26	Y	Y	7.35	116.56204		856.73	0	16.43087449	977.4969275	36.75	36.75	531
06-Feb-26	20-Feb-26	2025-26	Y		80.85	116.56204		9424.04	0	16.43087449	10752.4762	36.75	36.75	999999
23-Feb-26	25-Feb-26	2025-26	Y		22.05	116.56204		2570.19	0	16.43087449	2932.490783	36.75	36.75	999999
26-Feb-26	26-Feb-26	2025-26	Y	Y	7.35	116.56204		856.73	0	16.43087449	977.4969275	36.75	36.75	531
27-Feb-26	17-Mar-26	2025-26	Y		88.2	116.56204		10280.77	0	16.43087449	11729.97313	36.75	36.75	999999
18-Mar-26	18-Mar-26	2025-26	Y	Y	7.35	116.56204		856.73	0	16.43087449	977.4969275	36.75	36.75	531
02-Feb-26	27-Mar-26	2025-26	Y	Y	286.65	116.56204		33412.51	0	17.73491215	38496.22257	36.75	36.75	541
19-Mar-26	02-Apr-26	2025-26	Y		80.85	116.56204		9424.04	0	16.43087449	10752.4762	36.75	36.75	999999
07-Apr-26	07-Apr-26	2025-26	Y	Y	7.35	116.56204		856.73	0	16.43087449	977.4969275	36.75	36.75	531
23-Apr-26	01-May-26	2025-26	Y		66.15	116.56204		7710.58	0	16.43087449	8797.482348	36.75	36.75	542
04-May-26	04-May-26	2025-26	Y	Y	7.35	116.56204		856.73	0	16.43087449	977.4969275	36.75	36.75	546
05-May-26	05-May-26	2025-26	Y	Y	7.35	116.56204		856.73	0	16.43087449	977.4969275	36.75	36.75	546
06-May-26	06-May-26	2025-26	Y	Y	3.6731	116.56204		428.14	0	16.43087449	488.4922451	36.75	36.75	546
06-May-26	06-May-26	2025-26	Y	Y	3.6769	116.56204		428.59	0	16.43087449	489.0046824	36.75	36.75	546
30-Mar-26	26-Jun-26	2025-26	Y	Y	441	116.56204		51403.86	0	17.73491215	59224.95626	36.75	36.75	543

AL Rate	LSL Rate	Super Rate	(i) Superannuation	(ii) Leave entitlements	(iii) Executive Allowances	Total Cost
0.076677316	0.024640657	0.315	33595.09941	10805.67425	11409.59924	151051.8829
0.076677316	0.024640657	0.315	6556.62222	2108.900557	2380.833714	29480.19649
0.076677316	0.024640657	0.315	16391.55555	5272.251393	5952.084284	73700.49123
0.076677316	0.024640657	0.315	6556.62222	2108.900557	2380.833714	29480.19649
0.076677316	0.024640657	0.315	5463.8508	1757.416793	1984.028095	24566.82569
0.076677316	0.024640657	0.315	6192.36613	1991.73964	2248.565174	27842.41094
0.076677316	0.024640657	0.315	6192.36613	1991.73964	2248.565174	27842.41094
0.076677316	0.024640657	0.315	2185.53969	702.9665147	793.6112379	9826.727442
0.076677316	0.024640657	0.335	1549.537193	468.6446808	529.0741586	6643.666033
0.076677316	0.024640657	0.335	3976.770058	1202.741143	1322.685396	17050.4666
0.076677316	0.024640657	0.335	3579.092047	1082.466725	1190.416857	15345.41563
0.076677316	0.024640657	0.335	8748.892787	2646.030109	2909.907872	37511.02077
0.076677316	0.024640657	0.335	7158.184094	2164.933449	2380.833714	30690.83126
0.076677316	0.024640657	0.335	9544.245459	2886.577932	3174.444952	40921.10834
0.076677316	0.024640657	0.335	7953.540116	2405.482286	2645.370793	34100.93319
0.076677316	0.024640657	0.125	785.5136643	636.6932202	613.4193142	7706.316199
0.076677316	0.024640657	0.125	314.2059657	254.6776934	245.3677257	3082.531385
0.076677316	0.024640657	0.335	9544.245459	2886.577932	3174.444952	40921.10834
0.076677316	0.024640657	0.125	2199.43801	1782.740814	1717.57408	21577.6829
0.076677316	0.024640657	0.125	157.1029829	127.3388467	122.6838628	1541.265692
0.076677316	0.024640657	0.125	314.2059657	254.6776934	245.3677257	3082.531385
0.076677316	0.024640657	0.335	7158.184094	2164.933449	2380.833714	30690.83126
0.076677316	0.024640657	0.125	2827.848691	2292.095187	2208.309531	27742.73341
0.076677316	0.024640657	0.335	5169.80074	1563.563384	1719.491015	22165.60514
0.076677316	0.024640657	0.335	4772.122729	1443.288966	1587.222476	20460.55417
0.076677316	0.024640657	0.125	3142.054657	2546.772881	2453.677257	30825.26479
0.076677316	0.024640657	0.335	1988.383354	601.3700648	661.3426982	8525.226117
0.076677316	0.024640657	0.125	3142.054657	2546.772881	2453.677257	30825.26479
0.076677316	0.024640657	0.335	13517.01917	4088.110413	5072.210955	57954.44054
0.076677316	0.024640657	0.335	14714.0462	4450.141317	4893.935967	63086.71348
0.076677316	0.024640657	0.335	7080.343056	2141.391072	2656.872405	30357.08653
0.076677316	0.024640657	0.125	6912.519996	5602.900135	5398.089965	67815.5801
0.076677316	0.024640657	0.335	5793.009173	1752.047609	2173.804695	24837.62148
0.076677316	0.024640657	0.335	643.6669414	194.6717315	241.533855	2759.732528
0.076677316	0.024640657	0.335	17100.11091	5171.786813	5687.547205	73317.00493
0.076677316	0.024640657	0.335	7531.620526	2277.876203	2777.639333	32291.94606
0.076677316	0.024640657	0.335	7690.150205	2325.82219	2513.102253	32971.64465
0.076677316	0.024640657	0.335	3274.618057	990.38109	1207.669275	14039.97842
0.076677316	0.024640657	0.335	2833.212175	856.8815396	925.8797775	12147.44349
0.076677316	0.024640657	0.335	3274.618057	990.38109	1207.669275	14039.97842
0.076677316	0.024640657	0.335	1587.740893	480.1990732	2169.335054	6807.46502
0.076677316	0.024640657	0.335	5292.472993	1600.664591	0	6893.137584
0.076677316	0.024640657	0.335	529.2469643	160.0663577	723.1116845	2269.155007
0.076677316	0.024640657	0.335	8499.639876	2570.645632	2777.639333	36442.34484
0.076677316	0.024640657	0.335	6880.213886	2080.863664	0	8961.07755
0.076677316	0.024640657	0.335	529.2469643	160.0663577	723.1116845	2269.155007
0.076677316	0.024640657	0.335	1587.740893	480.1990732	0	2067.939966
0.076677316	0.024640657	0.335	5292.472993	1600.664591	0	6893.137584
0.076677316	0.024640657	0.335	529.2469643	160.0663577	723.1116845	2269.155007
0.076677316	0.024640657	0.335	7409.46085	2240.930021	0	9650.390872
0.076677316	0.024640657	0.335	529.2469643	160.0663577	723.1116845	2269.155007
0.076677316	0.024640657	0.335	7409.46085	2240.930021	0	9650.390872
0.076677316	0.024640657	0.335	529.2469643	160.0663577	723.1116845	2269.155007
0.076677316	0.024640657	0.335	6350.966922	1920.797306	0	8271.764228
0.076677316	0.024640657	0.335	327.4614707	99.03800768	120.7669275	1403.996406
0.076677316	0.024640657	0.335	2947.156586	891.3430823	0	3838.499669
0.076677316	0.024640657	0.335	327.4614707	99.03800768	120.7669275	1403.996406
0.076677316	0.024640657	0.335	32746.18057	9903.8109	12076.69275	140399.7842
0.076677316	0.024640657	0.335	3929.540999	1188.457105	0	5117.998104
0.076677316	0.024640657	0.335	327.4614707	99.03800768	120.7669275	1403.996406
0.076677316	0.024640657	0.335	3602.079528	1089.419098	0	4691.498625
0.076677316	0.024640657	0.335	982.3844121	297.114023	0	1279.498435
0.076677316	0.024640657	0.335	327.4614707	99.03800768	120.7669275	1403.996406
0.076677316	0.024640657	0.335	3929.540999	1188.457105	0	5117.998104
0.076677316	0.024640657	0.335	327.4614707	99.03800768	120.7669275	1403.996406
0.076677316	0.024640657	0.335	12896.23456	3900.359253	5083.712568	55292.81638
0.076677316	0.024640657	0.335	3602.079528	1089.419098	0	4691.498625
0.076677316	0.024640657	0.335	327.4614707	99.03800768	120.7669275	1403.996406
0.076677316	0.024640657	0.335	2947.156586	891.3430823	1086.902348	12635.98202
0.076677316	0.024640657	0.335	327.4614707	99.03800768	120.7669275	1403.996406
0.076677316	0.024640657	0.335	327.4614707	99.03800768	0	426.4994784
0.076677316	0.024640657	0.335	163.6449021	49.49304428	60.35224509	701.6301915
0.076677316	0.024640657	0.335	163.8165686	49.54496339	0	213.361532
0.076677316	0.024640657	0.335	19840.36035	6000.552541	7821.096258	85065.86915

Schedule 2.2(a)(ii)

[redacted]	03/09/2025	26/06/2026
	26/07/2023	19/09/2025
	26/02/2025	07/04/2026
	09/12/2024	20/06/2025

2023-24	0.315	01/07/2023	30/06/2024
2024-25	0.335	01/07/2024	30/06/2025
2025-26	0.335	01/07/2025	30/06/2025

From: iCBR, HR
To: Dias, Andrew
Cc: iCBR, HR
Subject: FW: Response requested by COB Friday 19 June - iCBR SES Leave QON
Date: Thursday, 18 June 2026 4:13:00 PM
Attachments: image001.png

Good afternoon Andrew

iCBR have received two Questions on Notice regarding Executive staffing arrangements. One of these is a follow up to a previous QON regarding Executive leave and associated on costs. I have previously sought advice on the on costs to no avail, and have now been passed between payroll and Shared Services Executive Contracts. I am concerned that there is a risk that we cannot provide figures for on-costs for this QON. We advised this was unavailable in the previous QON in March this year.

I would greatly appreciate Finance's assistance in providing figures on the on costs associated with the four staff members and for the periods below.

Name	Position	Classification	Leave	Start Date	End Date
Schedule 2.2(a)(ii)		SES 1.4	Schedule 2.2(a)(ii)	3/9/2025	26/6/2026
		SES 1.4	Schedule 2.2(a)(ii)	26/2/2025	7/4/2026
		SES 2.4	Schedule 2.2(a)(ii)	9/12/2024	20/06/2025
		SES2.3	Schedule 2.2(a)(ii)	26/07/2023	19/09/2025

In the QON, on-costs are defined as *(i) superannuation, (ii) leave entitlements and (iii) executive allowances*. I'm happy to work with you if your definition differs, or if you can provide some but not all of these inclusions (I previously liaised with Lanka on on-costs in the past, but unfortunately she is out of the office). I'm also happy to liaise with you on the leave above.

If at all possible, I would appreciate if this information could be provided by COB tomorrow.

Happy to liaise with you if you have any questions or would like more context.
Many thanks
Andrew

From: iCBR, HR
Sent: Wednesday, 17 June 2026 9:26 PM
To: Shared Services, Exec Payroll
Cc: iCBR, HR
Subject: Response requested by COB Friday 19 June - iCBR SES Leave QON

Good evening Srujana
Apologies for contacting you directly and for the requested timeframe– I am currently responding to a Question on Notice from the Legislative Assembly regarding Executive leave for iCBR, and was provided your name. iCBR has been asked to provide information on Executive on leave, specifically:
What are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022.
Based on our internal information, these executives are Schedule 2.2(a)(ii) [redacted] Please note that the identification of these executive relates to a previous QON in which they were included as part of an aggregated response in which they were not specifically identified.
Could I please receive estimates for the four executive below based on their classification and their periods of leave, including superannuation, leave entitlements and executive allowances by COB 19 June. I have included information, including leave type and start/end dates of leave as per CHRIS21 to inform these calculations.

Name	Position	Classification	Leave	Start Date	End Date
Schedule 2.2(a)(ii)		SES 1.4	Schedule 2.2(a)(ii)	3/9/2025	26/6/2026
		SES 1.4	Schedule 2.2(a)(ii)	26/2/2025	7/4/2026
		SES 2.4	Schedule 2.2(a)(ii)	9/12/2024	20/06/2025
		SES2.3	Schedule 2.2(a)(ii)	26/07/2023	19/09/2025

			Schedule 2.2(a)(ii)		

In order to meet the timeframes for this QON, could this information be provided by COB Friday 19 June? Please reach out if you have any questions or if the requested deadline presents any issues.

Many thanks

Andrew

Andrew Trevaskis
Director | Human Resources
Chief Operating Office | People, Engagement and Operations
Phone: 02 6205 9072 | Email: Andrew.Trevaskis@act.gov.au
Infrastructure Canberra | **ACT Government**
Level 3, 2 Constitution Avenue
GPO Box 158 Canberra ACT 2601 | act.gov.au
Please consider the environment before printing this email. If printing is necessary, print double-sided and black and white.

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

Questions on Notice Paper No 21
15 May 2026
Question No. 1260

Peter Cain MLA: To ask the Chief Minister

In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, (a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022, (b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate, (c) was the engagement direct or competitively tendered, (d) does the consultant's cost exceed the equivalent SES salary and on-costs, (e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed, (f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and (g) will the Chief Minister commission an Auditor-General review of SES workforce management at Infrastructure Canberra given that over $1 million has been paid to absent executives, there is a consultant filling an SES role and 13 position changes have occurred without independent scrutiny; if not, why not.

ANDREW BARR MLA - The answer to the Member's question is as follows:

(a) In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, the total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers on various types of leave for a continuous period of six months or more is $1.67m.

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(b) This question is currently to broad to enable a response, as it does not specify the SES role being referenced.

(c) I refer you to my response to question (b) above.

(d) I refer you to my response to question (b) above.

(e) The job title and classification for the two roles where the occupants were transferred through a change to their Statutory Employment Terms (SET) were Executive Branch Manager, Chief Financial Officer (SES 1.4) and Executive Group Manager, Property Group Support (SES 2.3). This was conducted in

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ABarrMLA
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accordance with the standard practice to change SETs and the provisions to enable this transfer were made under sections 33 and 35 of the Public Sector Management Act 1994.

(f) On 24 January 2024, the Executive Group Manager, Property and Government Insourcing position transferred to Major Projects Canberra (as Infrastructure Canberra then was) as part of the ACT Property Group Machinery of Government changes. At the time of transfer, the role was classified as a SES 2.3 role.

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Following the significant increase in the volume and nature of the work transferred to Infrastructure Canberra under the Administrative Arrangements 2024 (No 1), Infrastructure Canberra undertook a significant restructure. On 1 July 2025, the position was changed to reflect the newly created role of Executive Group Manager – Delivery Places and Spaces, with amended and expanded duties reflecting the new structure.
The role was assessed by Mercer Consulting, who undertook a work value assessment and upgraded the classification to a SES 2.4 role.

(g) SES workforce management within iCBR is conducted in accordance with all relevant legislative requirements and whole of Government processes, as well as having additional oversight from the ACT Public Service Head of Service. iCBR Executive are entitled to take leave, and the costs associated with this may vary from year to year, depending on their personal circumstances.

Commented [AT3]: Suggested words in response to question on SES workforce management.

Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

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(c) I refer you to my response to question (b) above.

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Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

Andrew Barr MLA
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Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

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(b) This question is currently too broad to enable a response, as it does not specify the SES role being referenced.

(c) I refer you to my response to question (b) above.

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Commented [AT4]: Suggested words in response to question on SES workforce management.

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Commented [JS2]: Doesn't this relate to our previous QON? Do we have more than one firm/consultant undertaking an SES role at iCBR?

Commented [AT2R2]: iCBR did not state that a consultant or firm was undertaking an SES role in the previous QON 944, and considers that the question in this QON 1260 is too broad to be able to identify the actual SES role. iCBR's SharePoint org chart identifies that one consultant is undertaking an Executive role [redacted] as the Project Director, Northside Hospital role), but HR believes that he is not undertaking the actual SES Northside Hospital role so is therefore not included.

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Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

From: iCBR, PEO EGM Office
To: Smith, Josephine
Cc: iCBR, PEO EGM Office; Trevaskis, Andrew; iCBR, Chief Operating Office; iCBR, HR; iCBR, Ministerial
Subject: FW: Due 24/6 - FOR ACTION: QON - Exec positions
Date: Wednesday, 24 June 2026 4:53:52 PM
Attachments: image001.png
Importance: High

OFFICIAL

Hi Josephine,
Please see below QON responses for your clearance.

Out of scope
1260 - https://objective.act.gov.au/#/documents/A62478176

Regards,

Corey Uncles
Director, People, Engagement and Operations
P (02) 6205 9592 Schedule 2.2(a)(ii) **E** coreyj.uncles@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601

From: iCBR, Ministerial <iCBRMinisterial@act.gov.au>
Sent: Wednesday, 24 June 2026 4:51 PM
To: iCBR, HR <iCBRHR@act.gov.au>
Cc: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>; Trevaskis, Andrew <Andrew.Trevaskis@act.gov.au>; iCBR, Chief Operating Office <icbr.coo@act.gov.au>
Subject: RE: Due 24/6 - FOR ACTION: QON - Exec positions

OFFICIAL

Thanks Sarah,

These looks good to me! Noting there will probably be lots of queries and amendments as these progress, I think it would be good to get them up the chain now.

Thanks to you and Andrew on your fast work on these!

Cheers
Lauren

From: iCBR, HR <iCBRHR@act.gov.au>
Sent: Wednesday, June 24, 2026 4:31 PM
To: iCBR, Ministerial <iCBRMinisterial@act.gov.au>
Cc: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>; Trevaskis, Andrew <Andrew.Trevaskis@act.gov.au>; iCBR, Chief Operating Office <icbr.coo@act.gov.au>
Subject: RE: Due 24/6 - FOR ACTION: QON - Exec positions

OFFICIAL

Hi Lauren

Andrew and I have added some draft wording and have comments with additional information to add context. I have run it past Brooke and it is now ready for review by Josephine if you are OK with it.

Out of scope
1260 - https://objective.act.gov.au/#/documents/A62478176

Thanks, Sarah

From: iCBR, Ministerial <iCBRMinisterial@act.gov.au>
Sent: Monday, 22 June 2026 2:36 PM
To: iCBR, HR <iCBRHR@act.gov.au>
Cc: iCBR, Ministerial <iCBRMinisterial@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: Due 24/6 - FOR ACTION: QON - Exec positions

OFFICIAL

Afternoon friends,

Following Ash's input, Gillian is now happy for you to finish drafting these responses in line with our discussion this morning. I will follow up with Kristine on the GSO advice and feed that back to you once received.

Out of scope
1260 - https://objective.act.gov.au/#/documents/A62478176

It would be good to try and get drafts to Josephine by Wed (24 June), to then provide to Ash and GG on Thurs. I know there is a lot on, so if this isn't feasible, just keep me in the loop.

Any questions or issues just reach out.

Cheers

Lauren

From: Geraghty, Gillian <Gillian.Geraghty@act.gov.au>
Sent: Monday, June 22, 2026 2:31 PM
To: Cunningham, Lauren <Lauren.Cunningham@act.gov.au>; Cahif, Ashley <Ashley.Cahif@act.gov.au>; Grey, Brooke <Brooke.Grey@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>; Smith, Josephine <Josephine.Smith@act.gov.au>
Subject: RE: For early awareness: QON - Exec positions

OFFICIAL

Thanks Lauren, yes that's great

From: Cunningham, Lauren <Lauren.Cunningham@act.gov.au>
Sent: Monday, 22 June 2026 2:15 PM
To: Cahif, Ashley <Ashley.Cahif@act.gov.au>; Geraghty, Gillian <Gillian.Geraghty@act.gov.au>; Grey, Brooke <Brooke.Grey@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>; Smith, Josephine <Josephine.Smith@act.gov.au>
Subject: RE: For early awareness: QON - Exec positions

OFFICIAL

Hi Ash, Gillian

I had a chat with HR this morning who were collating some data on these QONS, were you happy for these to go to them now for further drafting in relation to the other parts of these questions?

Cheers
Lauren

From: Cahif, Ashley <Ashley.Cahif@act.gov.au>
Sent: Monday, June 22, 2026 1:01 PM
To: Geraghty, Gillian <Gillian.Geraghty@act.gov.au>; Cunningham, Lauren <Lauren.Cunningham@act.gov.au>; Grey, Brooke <Brooke.Grey@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>; Smith, Josephine <Josephine.Smith@act.gov.au>
Subject: RE: For early awareness: QON - Exec positions

OFFICIAL

Yep 1260 - thanks

From: Geraghty, Gillian <Gillian.Geraghty@act.gov.au>
Sent: Monday, 22 June 2026 12:59 PM
To: Cahif, Ashley <Ashley.Cahif@act.gov.au>; Cunningham, Lauren <Lauren.Cunningham@act.gov.au>; Grey, Brooke <Brooke.Grey@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>; Smith, Josephine <Josephine.Smith@act.gov.au>
Subject: RE: For early awareness: QON - Exec positions

OFFICIAL

Thanks, is this 1260? Reads well

From: Cahif, Ashley <Ashley.Cahif@act.gov.au>
Sent: Monday, 22 June 2026 11:08 AM
To: Cunningham, Lauren <Lauren.Cunningham@act.gov.au>; Grey, Brooke <Brooke.Grey@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>; Geraghty, Gillian <Gillian.Geraghty@act.gov.au>; Smith, Josephine <Josephine.Smith@act.gov.au>
Subject: RE: For early awareness: QON - Exec positions

OFFICIAL

I have updated the QON for the EGM DPS position

Kind regards

Ash

From: Cunningham, Lauren <Lauren.Cunningham@act.gov.au>
Sent: Wednesday, 17 June 2026 9:03 AM
To: Cahif, Ashley <Ashley.Cahif@act.gov.au>; Grey, Brooke <Brooke.Grey@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>; Geraghty, Gillian <Gillian.Geraghty@act.gov.au>; Smith, Josephine <Josephine.Smith@act.gov.au>
Subject: RE: For early awareness: QON - Exec positions

OFFICIAL

Morning Ash,

Leaving the below to HR, just sending across the templates/Obj files for these questions for drafting.

Cheers
Lauren

From: Cahif, Ashley <Ashley.Cahif@act.gov.au>
Sent: Tuesday, June 16, 2026 8:46 PM
To: Grey, Brooke <Brooke.Grey@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>; Geraghty, Gillian <Gillian.Geraghty@act.gov.au>; Cunningham, Lauren <Lauren.Cunningham@act.gov.au>; Smith, Josephine <Josephine.Smith@act.gov.au>
Subject: RE: For early awareness: QON - Exec positions

OFFICIAL

Hi

I have had a closer look at the previous answer to the QON and the new QON on the EGM Delivery Places and Spaces (the issue seems to be both the creation and upgrade refer to since "1 January 2022")– in order to provide better context for the answer can HR please provide:

- The date the position was created, how it was initially recruited (or was this a position that was MOGd when Property Group came over) and who was successful in the recruitment
- From then until now, who has been in the role, when they started and how they were recruited
- When the role was Mercered

I think I know the sequence of events, but I need the dates and recruitment details to confirm it.

Kind regards

Ash

From: Cunningham, Lauren <Lauren.Cunningham@act.gov.au>
Sent: Tuesday, 16 June 2026 10:39 AM
To: Geraghty, Gillian <Gillian.Geraghty@act.gov.au>; Cahif, Ashley <Ashley.Cahif@act.gov.au>; Smith, Josephine <Josephine.Smith@act.gov.au>; Grey, Brooke <Brooke.Grey@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: RE: For early awareness: QON - Exec positions

OFFICIAL

Hi Gillian,

There are currently discussions underway between the CMTEDD Assembly team and Chamber Support to confirm that these questions are within order as per the Standing Orders. Once I receive this advice (assuming the questions are in order), I will speak to OIRWS to confirm the appropriate approach to the response. I have already flagged this with my contact in OIRWS.

I will let you know the advice I receive as soon as the above has taken place.

Cheers
Lauren

From: Geraghty, Gillian <Gillian.Geraghty@act.gov.au>
Sent: Monday, June 15, 2026 5:38 PM
To: Cunningham, Lauren <Lauren.Cunningham@act.gov.au>; Cahif, Ashley <Ashley.Cahif@act.gov.au>; Smith, Josephine <Josephine.Smith@act.gov.au>; Grey, Brooke <Brooke.Grey@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: RE: For early awareness: QON - Exec positions

OFFICIAL

Thanks Lauren

I would appreciate some advice on the personal nature of some of these questions and what are the appropriate protocols in our response?

Many thanks

From: Cunningham, Lauren <Lauren.Cunningham@act.gov.au>
Sent: Monday, 15 June 2026 4:56 PM
To: Geraghty, Gillian <Gillian.Geraghty@act.gov.au>; Cahif, Ashley <Ashley.Cahif@act.gov.au>; Smith, Josephine <Josephine.Smith@act.gov.au>; Grey, Brooke <Brooke.Grey@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: For early awareness: QON - Exec positions

OFFICIAL

Afternoon all,

We will be sending the QONs out shortly for formal response, but just wanted to flag a couple early for your awareness.

There are two questions which follow on from QON 944 (linked and attached) that are very pointed and explicitly include the name of executives. I've attached these for your reference, noting I will shortly be sending them across to HR for drafting of a response.

Cheers
Lauren

Lauren Cunningham |Senior Director, Ministerial and Government Business
Infrastructure Canberra | ACT Government
Chief Operating Office | People Engagement and Operations Group
GPO Box 158, Canberra ACT 2601

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

Questions on Notice Paper No 21
15 May 2026
Question No. 1260

Peter Cain MLA: To ask the Chief Minister

In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, (a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022, (b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate, (c) was the engagement direct or competitively tendered, (d) does the consultant's cost exceed the equivalent SES salary and on-costs, (e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed, (f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and (g) will the Chief Minister commission an Auditor-General review of SES workforce management at Infrastructure Canberra given that over $1 million has been paid to absent executives, there is a consultant filling an SES role and 13 position changes have occurred without independent scrutiny; if not, why not.

ANDREW BARR MLA - The answer to the Member's question is as follows:

(a) The total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers referred to in answer to question 3 of Question on Notice 944 is $1.67m~~In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, the total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers on various types of leave for a continuous period of six months or more is $1.67m~~.

(b) This question is currently too broad to enable a response, as it does not specify the SES role being referenced.

(c) I refer you to my response to question (b) above.

(d) I refer you to my response to question (b) above.

Commented [AT1]: Calculations for this figure provided by Shared Services reporting team and verified by iCBR Finance. Document is in Background Information (not for publication) folder for QON in Objective.

Commented [JS2]: Doesn't this relate to our previous QON? Do we have more than one firm/consultant undertaking an SES role at iCBR?

Commented [AT2R2]: iCBR did not state that a consultant or firm was undertaking an SES role in the previous QON 944, and considers that the question in this QON 1260 is too broad to be able to identify the actual SES role. iCBR's SharePoint org chart identifies that one consultant is undertaking an Executive role [redacted] as the Project Director, Northside Hospital role), but HR believes that he is not undertaking the actual SES Northside Hospital role so is therefore not included.

Commented [JS2R3]: This does not address advice received that whilst imprecise we require an answer. These questions refer to the responses to question 4 of Question No. 944.

To answer (b), if a consultant is currently performing the role, the details should be provided. If no consultant is currently performing the role, say so and questions (c) and (d) fall away.

If there is a consultant performing the role, the answer to (c) is likely to be that "the consultant was engaged in accordance with the Government Procurement Act 2001" and (d) might be "Yes", but you need to answer it.

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(e) The job title and classification for the two roles where the occupants were transferred through a change to their Statutory Employment Terms (SET) were Executive Branch Manager, Chief Financial Officer (SES 1.4) and Executive Group Manager, Property Group Support (SES 2.3). This was affected by reasons of the new administrative arrangements in accordance with sections 33 and 35 of the *Public Sector Management Act 1994* and the *Public Sector Management Standards 2016* ~~This.~~ and was conducted in accordance with the standard practice to change SETs ~~and the provisions to enable this transfer were made under sections 33 and 35 of the Public Sector Management Act 1994~~.

(f) The role of Executive Group Manager, Delivery – Places and Spaces (SES 2.3) was created when its predecessor was transferred to Major Projects Canberra (as Infrastructure Canberra was then known) as part of Machinery of Government changes. Following an expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No 1)*, an independent work value assessment by Mercer Consulting resulted in the classification of the position being upgraded to a SES 2.4 role. The interval between creation and upgrade was approximately 18 months. ~~On 24 January 2024, the Executive Group Manager, Property and Government Insourcing position transferred to Major Projects Canberra (as Infrastructure Canberra then was) as part of the ACT Property Group Machinery of Government changes. At the time of transfer, the role was classified as a SES 2.3 role. Following the significant increase in the volume and nature of the work transferred to Infrastructure Canberra under the Administrative Arrangements 2024 (No 1), Infrastructure Canberra undertook a significant restructure. On 1 July 2025, the position was changed to reflect the newly created role of Executive Group Manager – Delivery Places and Spaces, with amended and expanded duties reflecting the new structure. The role was assessed by Mercer Consulting, who undertook a work value assessment and upgraded the classification to a SES 2.4 role.~~

(g) No, Executives are entitled to take paid leave. The costs associated with taking leave may vary from year to year. The changes in position were affected by the machinery of government changes. ~~SES workforce management within iCBR is conducted in accordance with all relevant legislative requirements and whole of Government processes, as well as having additional oversight from the ACT Public Service Head of Service. iCBR Executives are entitled to take leave, and the costs associated with this may vary from year to year, depending on their personal circumstances.~~

Commented [AC3]: Just confirming when the position was created and in which directorate

Commented [AT4]: Suggested words in response to question on SES workforce management.

Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

Questions on Notice Paper No 21
15 May 2026
Question No. 1260

Peter Cain MLA: To ask the Chief Minister

In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, (a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022, (b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate, (c) was the engagement direct or competitively tendered, (d) does the consultant's cost exceed the equivalent SES salary and on-costs, (e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed, (f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and (g) will the Chief Minister commission an Auditor-General review of SES workforce management at Infrastructure Canberra given that over $1 million has been paid to absent executives, there is a consultant filling an SES role and 13 position changes have occurred without independent scrutiny; if not, why not.

ANDREW BARR MLA - The answer to the Member's question is as follows:

(a) The total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers referred to in answer to question 3 of Question on Notice 944 is $1.67m~~In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, the total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers on various types of leave for a continuous period of six months or more is $1.67m.~~

(b) This question is currently too broad to enable a response, as it does not specify the SES role being referenced.

(c) I refer you to my response to question (b) above.

(d) I refer you to my response to question (b) above.

Commented [AT1]: Calculations for this figure provided by Shared Services reporting team and verified by iCBR Finance. Document is in Background Information (not for publication) folder for QON in Objective.

Commented [JS2]: Doesn't this relate to our previous QON? Do we have more than one firm/consultant undertaking an SES role at iCBR?

Commented [AT2R2]: iCBR did not state that a consultant or firm was undertaking an SES role in the previous QON 944, and considers that the question in this QON 1260 is too broad to be able to identify the actual SES role. iCBR's SharePoint org chart identifies that one consultant is undertaking an Executive role [redacted] as the Project Director, Northside Hospital role), but HR believes that he is not undertaking the actual SES Northside Hospital role so is therefore not included.

Commented [JS2R3]: This does not address advice received that whilst imprecise we require an answer. These questions refer to the responses to question 4 of Question No. 944.

To answer (b), if a consultant is currently performing the role, the details should be provided. If no consultant is currently performing the role, say so and questions (c) and (d) fall away.

If there is a consultant performing the role, the answer to (c) is likely to be that "the consultant was engaged in accordance with the Government Procurement Act 2001" and (d) might be "Yes", but you need to answer it.

Commented [ST2R4]: This question is with Hayley Bell

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Canberra ACT 2601

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(e) The job title and classification for the two roles where the occupants were transferred through a change to their Statutory Employment Terms (SET) were Executive Branch Manager, Chief Financial Officer (SES 1.4) and Executive Group Manager, Property Group Support (SES 2.3). This was affected by reasons of the new administrative arrangements in accordance with sections 33 and 35 of the *Public Sector Management Act 1994* and the *Public Sector Management Standards 2016* ~~This~~ and was conducted in accordance with the standard practice to change SETs ~~and the provisions to enable this transfer were made under sections 33 and 35 of the Public Sector Management Act 1994~~.

(f) The role of Executive Group Manager, Delivery – Places and Spaces (SES 2.3) was created when its predecessor was transferred to Major Projects Canberra (as Infrastructure Canberra was then known) as part of Machinery of Government changes. Following an expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No 1)*, an independent work value assessment by Mercer Consulting resulted in the classification of the position being upgraded to a SES 2.4 role. The interval between creation and upgrade was approximately 18 months. ~~On 24 January 2024, the Executive Group Manager, Property and Government Insourcing position transferred to Major Projects Canberra (as Infrastructure Canberra then was) as part of the ACT Property Group Machinery of Government changes. At the time of transfer, the role was classified as a SES 2.3 role. Following the significant increase in the volume and nature of the work transferred to Infrastructure Canberra under the Administrative Arrangements 2024 (No 1), Infrastructure Canberra undertook a significant restructure. On 1 July 2025, the position was changed to reflect the newly created role of Executive Group Manager – Delivery Places and Spaces, with amended and expanded duties reflecting the new structure. The role was assessed by Mercer Consulting, who undertook a work value assessment and upgraded the classification to a SES 2.4 role.~~

Commented [AC3]: Just confirming when the position was created and in which directorate

(g) No, Executives are entitled to take paid leave. The costs associated with taking leave may vary from year to year. The changes in position were affected by the machinery of government changes. ~~SES workforce management within iCBR is conducted in accordance with all relevant legislative requirements and whole of Government processes, as well as having additional oversight from the ACT Public Service Head of Service. iCBR Executives are entitled to take leave, and the costs associated with this may vary from year to year, depending on their personal circumstances.~~

Commented [AT4]: Suggested words in response to question on SES workforce management.

Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

Questions on Notice Paper No 21
15 May 2026
Question No. 1260

Peter Cain MLA: To ask the Chief Minister

In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, (a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022, (b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate, (c) was the engagement direct or competitively tendered, (d) does the consultant's cost exceed the equivalent SES salary and on-costs, (e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed, (f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and (g) will the Chief Minister commission an Auditor-General review of SES workforce management at Infrastructure Canberra given that over $1 million has been paid to absent executives, there is a consultant filling an SES role and 13 position changes have occurred without independent scrutiny; if not, why not.

ANDREW BARR MLA - The answer to the Member's question is as follows:

(a) The total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers referred to in answer to question 3 of Question on Notice 944 is $1.67m.

(b) The contractor currently holding the position of Project Director for the Northside Hospital Redevelopment was engaged through Contractor Central. Contractor Central is the ACT Government procurement method for engaging contingent workers where additional resources or specialised knowledge is required for a limited period. The panel is called, Whole of Government Contractor Central - Contingent Assignments.

There is a list of suppliers that can provide labour hire under the panel. Unearth Talent Pty Ltd, an Aboriginal and Torres Strait Islander entity registered on the panel were selected to manage this engagement. The contractor was engaged as a referred worker through the consultancy company Belay Pty Ltd.

All information required to be published under the Panel arrangement including expenditure is published on the Tenders ACT website under contact PICM0008589.

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The Scheme Conditions require the Government to keep elements of the agreement confidential. For this contract, iCBR can confirm that the forecast cost for the contract is approximately 10 per cent higher than the equivalent Senior Executive Service Salary. However, the rate paid under the panel arrangement is not directly comparable to an SES salary as it is an all-inclusive rate that does not require the ACT Government to accrue a liability for or pay separately for personal leave, annual leave, long service leave, public holiday, superannuation, and insurances.

(c) I refer you to my response to question (b) above.

(d) I refer you to my response to question (b) above.

(e) The job title and classification for the two roles where the occupants were transferred through a change to their Statutory Employment Terms (SET) were Executive Branch Manager, Chief Financial Officer (SES 1.4) and Executive Group Manager, Property Group Support (SES 2.3). This was affected by reasons of the new administrative arrangements in accordance with sections 33 and 35 of the *Public Sector Management Act 1994* and the *Public Sector Management Standards 2016* and was conducted in accordance with the standard practice to change SETs.

(f) The role of Executive Group Manager, Delivery – Places and Spaces (SES 2.3) was created when its predecessor was transferred to Major Projects Canberra (as Infrastructure Canberra was then known) as part of Machinery of Government changes. Following an expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No 1)*, an independent work value assessment by Mercer Consulting resulted in the classification of the position being upgraded to a SES 2.4 role. The interval between creation and upgrade was approximately 18 months.

(g) No, Executives are entitled to take paid leave. The costs associated with taking leave may vary from year to year. The changes in position were affected by the machinery of government changes.

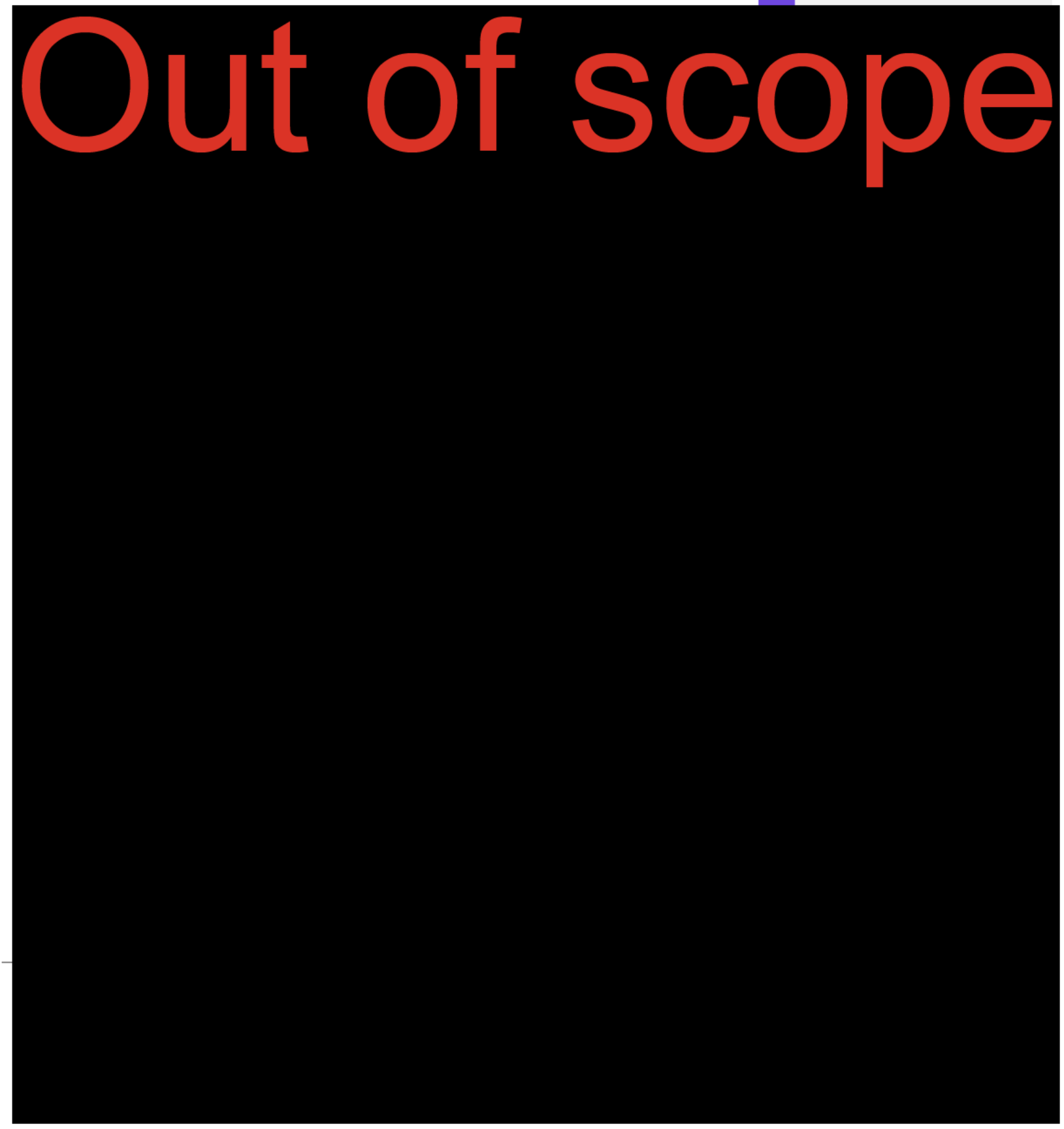
Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

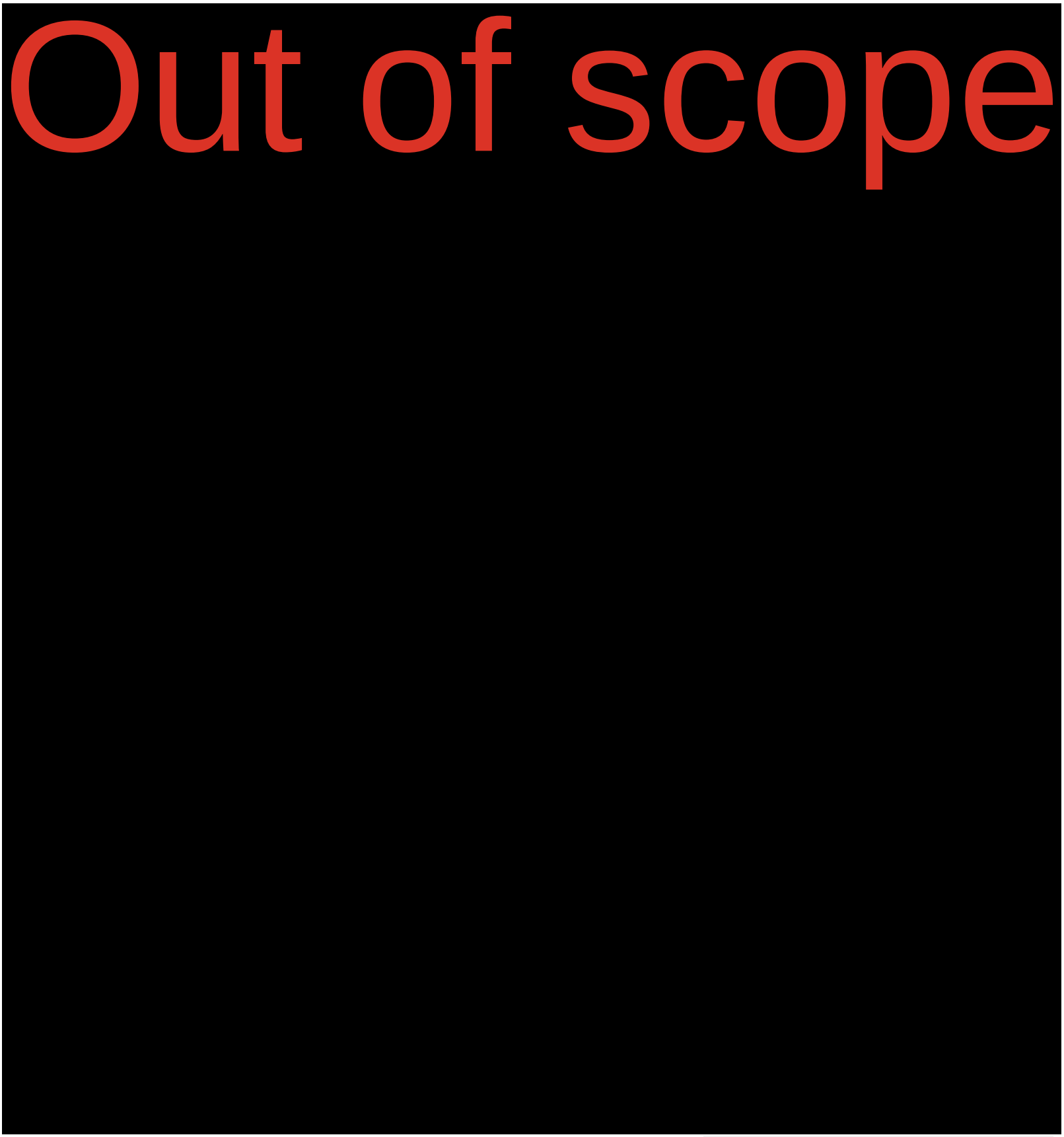
Schedule 1.2

Schedule 1.2

Schedule 1.2

Schedule 1.2


Out of scope


Out of scope

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

Questions on Notice Paper No 21
15 May 2026
Question No. 1260

Peter Cain MLA: To ask the Chief Minister

In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, (a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022, (b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate, (c) was the engagement direct or competitively tendered, (d) does the consultant's cost exceed the equivalent SES salary and on-costs, (e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed, (f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and (g) will the Chief Minister commission an Auditor-General review of SES workforce management at Infrastructure Canberra given that over $1 million has been paid to absent executives, there is a consultant filling an SES role and 13 position changes have occurred without independent scrutiny; if not, why not.

ANDREW BARR MLA - The answer to the Member's question is as follows:

(a) The total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers referred to in answer to question 3 of Question on Notice 944 is $1.67m.

(b) This question is currently too broad to enable a response, as it does not specify the SES role being referenced.

(c) I refer you to my response to question (b) above.

(d) I refer you to my response to question (b) above.

(e) The job title and classification for the two roles where the occupants were transferred through a change to their Statutory Employment Terms (SET) were Executive Branch Manager, Chief Financial Officer (SES 1.4) and Executive Group Manager, Property Group Support (SES 2.3). This was effected by reasons of the new administrative arrangements in accordance with sections 33 and 35 of the *Public*

Commented [ACTGS1]: In accordance with our advice, in our view these questions, while somewhat imprecise, require an answer. These questions refer to the responses to question 4 of Question No. 944.

To answer (b), if a consultant is currently performing the role, the details should be provided. If no consultant is currently performing the role, say so and questions (c) and (d) fall away.

If there is a consultant performing the role, the answer to (c) is likely to be that "the consultant was engaged in accordance with the Government Procurement Act 2001" and (d) might be "Yes", but you need to answer it.

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ABarrMLA
andrewbarrmla

Sector Management Act 1994 and the *Public Sector Management Standards 2016* following a merit-based whole of Government Expression of Interest process.

Commented [ACTGS2]: Delete if this is incorrect. However, you will need to say whether there was a merit based process.

(f) The role of Executive Group Manager, Delivery – Places and Spaces (SES 2.3) was created when its predecessor was transferred to Major Projects Canberra (as Infrastructure Canberra was then known) as part of Machinery of Government changes. Following an expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No 1)*, an independent work value assessment by Mercer Consulting resulted in the classification of the position being upgraded to a SES 2.4 role. The interval between creation and upgrade was approximately 18 months.

(g) No, Executives are entitled to take paid leave. The costs associated with taking leave may vary from year to year. The changes in position were effected by the machinery of government changes.

Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

Schedule 1.2

Schedule 1.2

Schedule 1.2

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

Questions on Notice Paper No 21
15 May 2026
Question No. 1260

Peter Cain MLA: To ask the Chief Minister

In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, (a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022, (b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate, (c) was the engagement direct or competitively tendered, (d) does the consultant's cost exceed the equivalent SES salary and on-costs, (e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed, (f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and (g) will the Chief Minister commission an Auditor-General review of SES workforce management at Infrastructure Canberra given that over $1 million has been paid to absent executives, there is a consultant filling an SES role and 13 position changes have occurred without independent scrutiny; if not, why not.

ANDREW BARR MLA - The answer to the Member's question is as follows:

(a) The total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers referred to in answer to question 3 of Question on Notice 944 is $1.67m.

(b) This question is currently too broad to enable a response, as it does not specify the SES role being referenced.

(c) I refer you to my response to question (b) above.

(d) I refer you to my response to question (b) above.

(e) The job title and classification for the two roles where the occupants were transferred through a change to their Statutory Employment Terms (SET) were Executive Branch Manager, Chief Financial Officer (SES 1.4) and Executive Group Manager, Property Group Support (SES 2.3). This was effected by reasons of the new administrative arrangements in accordance with sections 33 and 35 of the *Public*

Commented [ACTGS1]: Schedule 1.2 [redacted]

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Sector Management Act 1994 and the *Public Sector Management Standards 2016* following a merit-based whole of Government Expression of Interest process.

Commented [ACTGS2]: Schedule 1.2 [redacted]

(f) The role of Executive Group Manager, Delivery – Places and Spaces (SES 2.3) was created when its predecessor was transferred to Major Projects Canberra (as Infrastructure Canberra was then known) as part of Machinery of Government changes. Following an expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No 1)*, an independent work value assessment by Mercer Consulting resulted in the classification of the position being upgraded to a SES 2.4 role. The interval between creation and upgrade was approximately 18 months.

(g) No, Executives are entitled to take paid leave. The costs associated with taking leave may vary from year to year. The changes in position were effected by the machinery of government changes.

Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

From: iCBR, PEO EGM Office
To: Tarrant, Sarah
Cc: Trevaskis, Andrew; iCBR, Ministerial; Scheul, Kristine; iCBR, PEO EGM Office
Subject: FW: Advice on QON
Date: Tuesday, 7 July 2026 1:03:10 PM
Attachments: image001.png
image002.png
image003.png
image004.png
image005.png
image006.png

OFFICIAL

Hi Sarah,
Can I please get your support to review and address Josephine's comments?

Out of scope

QON 1260 - CAIN - SES Officers Infrastructure Canberra - Objective ECM

Regards,

Corey Uncles
A/g Senior Director, Strategy and Industry Engagement
P (02) 6205 9592 Schedule 2.2(a)(ii) **E** coreyj.uncles@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601

From: Smith, Josephine <Josephine.Smith@act.gov.au>
Sent: Tuesday, 7 July 2026 12:43 PM
To: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: RE: Advice on QON

OFFICIAL

Confirming I've now reviewed both with edits and comments to address to align with advice provided.

Thanks

J

Josephine Smith
A/g Executive Group Manager| People, Engagement and Operations
P Teams | **E** josephine.smith@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601

out of scope

Cc: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: FW: Advice on QON

OFFICIAL

Hi Josephine,
Please see the below QONs for your clearance, noting HRs comments.
Out of scope

- [redacted]

QON 1260 - CAIN - SES Officers Infrastructure Canberra - Objective ECM

- Following GSO feedback on B, C and D - HR did not answer 1260 is because the question is not clear. They can discuss a possible answer based on assumptions, but we could be providing information not even requested due to the lack of clarity of question.

Thank you.

Regards,

Corey Uncles
A/g Senior Director, Strategy and Industry Engagement
P (02) 6205 9592 Schedule 2.2(a)(ii) **E** coreyj.uncles@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601

Out of scope

Thanks, Sarah

From: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Sent: Monday, 6 July 2026 8:33 AM
To: Trevaskis, Andrew <Andrew.Trevaskis@act.gov.au>; iCBR, Ministerial <iCBRMinisterial@act.gov.au>; Scheul, Kristine <Kristine.Scheul@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Cc: Tarrant, Sarah <Sarah.Tarrant@act.gov.au>
Subject: RE: Advice on QON

OFFICIAL

Hi team,
Can you please confirm whether GSO's feedback has been incorporated into the versions below and all issues addressed?
If so, is the document now ready for Josephine's review?
Thank you.

Regards,

Corey Uncles
Director, People, Engagement and Operations
P (02) 6205 9592 Schedule 2.2(a)(ii) **E** coreyj.uncles@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601

From: Trevaskis, Andrew <Andrew.Trevaskis@act.gov.au>
Sent: Wednesday, 1 July 2026 4:30 PM
To: iCBR, Ministerial <iCBRMinisterial@act.gov.au>; Scheul, Kristine <Kristine.Scheul@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: RE: Advice on QON

OFFICIAL

Good afternoon Bridie

Thank you for flagging Josephine's comment in QON 1260, apologies as I missed that one. I have now responded after liaising with Sarah. Hopefully HR's response addresses Josephine's question, please reach out if not.

Many thanks

Andrew

From: iCBR, Ministerial <iCBRMinisterial@act.gov.au>
Sent: Wednesday, 1 July 2026 10:23 AM
To: Trevaskis, Andrew <Andrew.Trevaskis@act.gov.au>; Scheul, Kristine <Kristine.Scheul@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Cc: iCBR, Ministerial <iCBRMinisterial@act.gov.au>
Subject: RE: Advice on QON

OFFICIAL

Hi Kristine,

Many thanks for following up with GSO – much appreciated.

If we could get the GSO advice by Friday and then have the updated version of the QON ready for EGM PEO clearance on Monday, that would be great. We can of course revise this timeline depending on when GSO get the advice to us on Friday.

@iCBR, PEO EGM Office:

- Out of scope [redacted]
- I think QON 1260 - CAIN - SES Officers Infrastructure Canberra - Objective ECM is also yet to be cleared by Josephine – I can see an unanswered comment from her that @Trevaskis, Andrew may need to respond to.
- If both QONs could be ready for Josephine's clearance once she gets back on Monday, that would be wonderful.

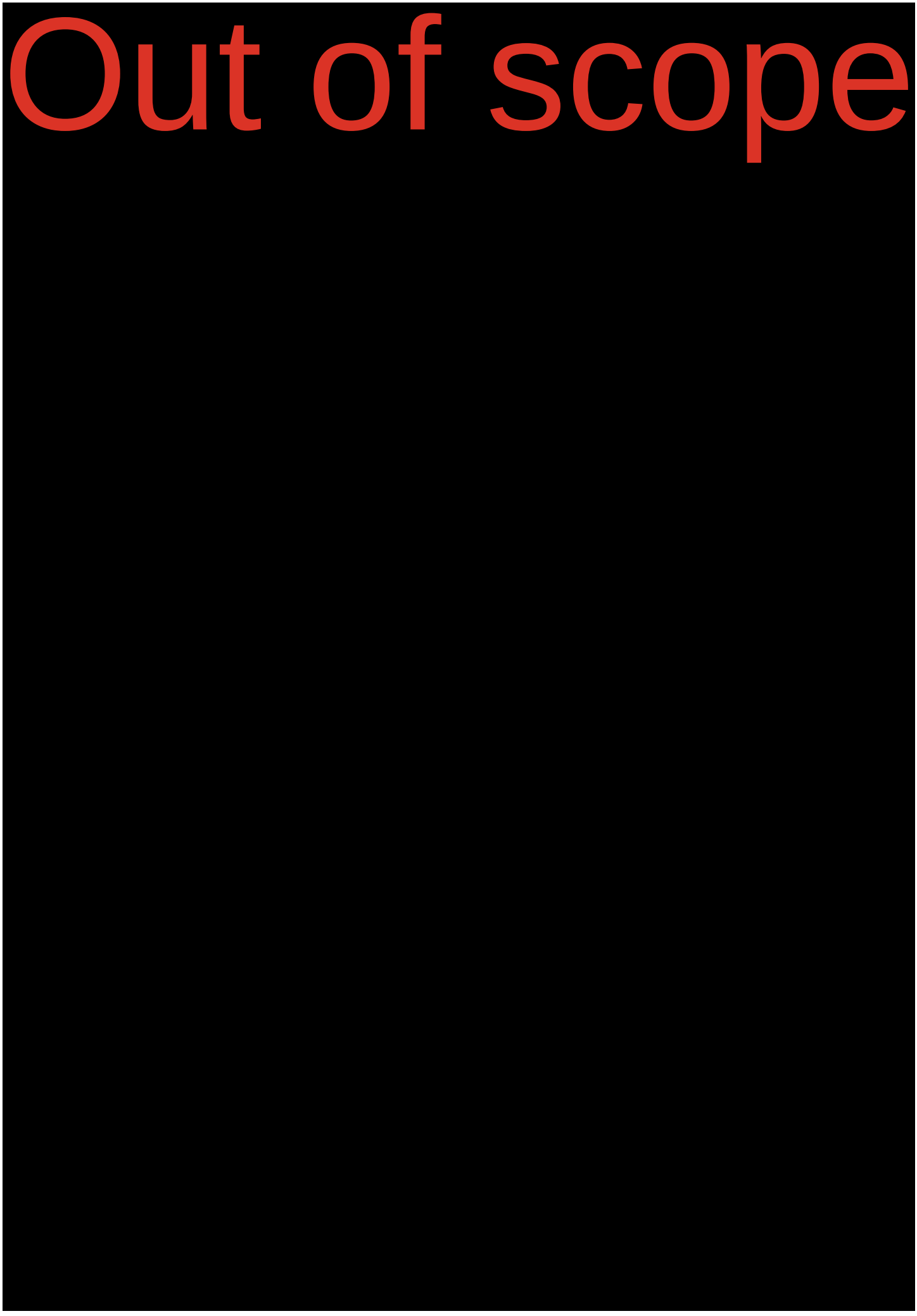
Please let me know if there are any questions.

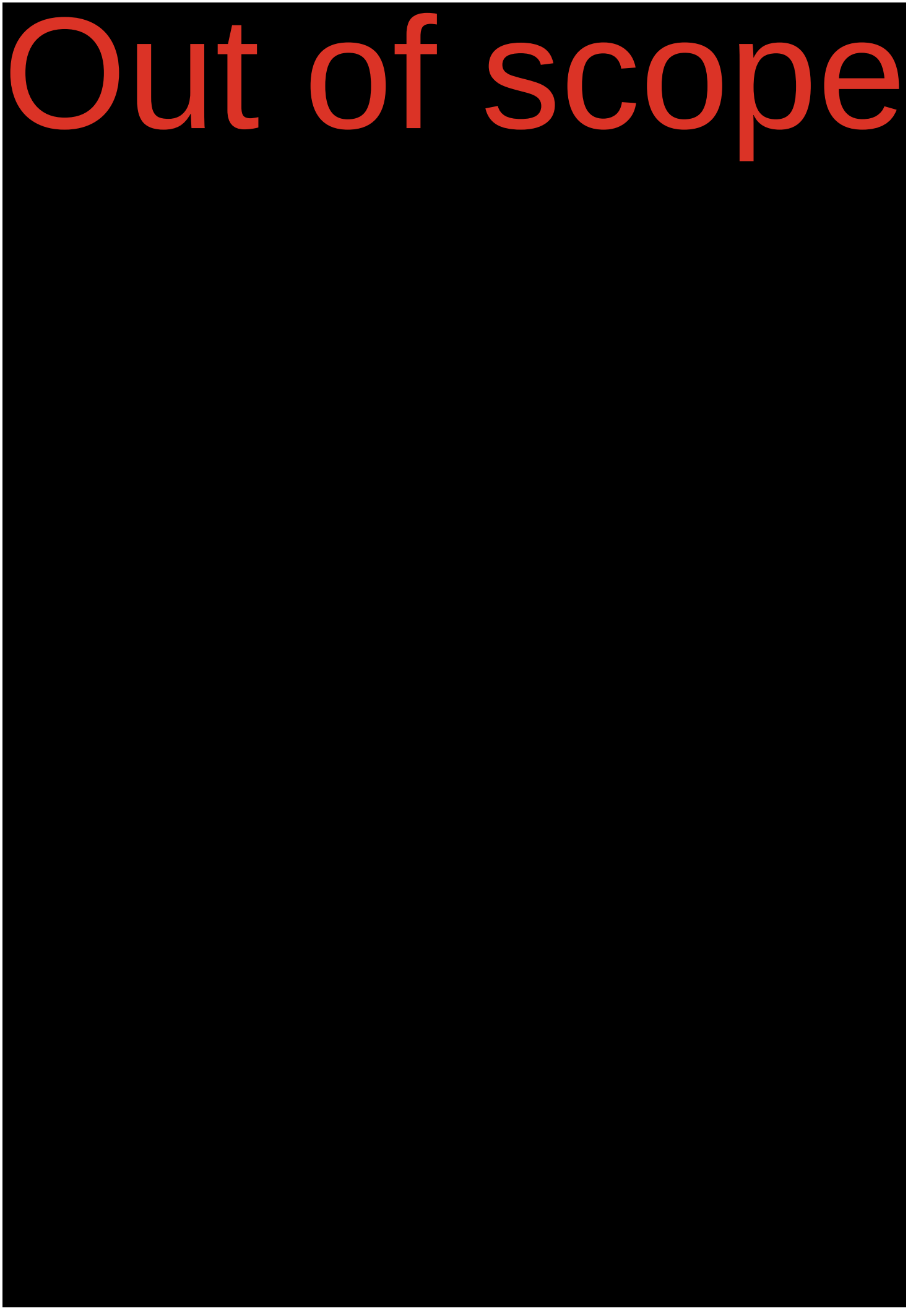
Kind regards,
Bridie

Bridie Milthorpe (she/her)
Assistant Director, Ministerial and Government Business
Infrastructure Canberra | ACT Government
2 Constitution Avenue, Canberra, 2601 | GPO Box 158 Canberra ACT 2601 | www.act.gov.au

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From: Scheul, Kristine <Kristine.Scheul@act.gov.au>
Sent: Wednesday, 1 July 2026 9:51 AM
To: iCBR, Ministerial <iCBRMinisterial@act.gov.au>
Cc: Trevaskis, Andrew <Andrew.Trevaskis@act.gov.au>
Subject: FW: Advice on QON


Out of scope


Out of scope

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

Questions on Notice Paper No 21
15 May 2026
Question No. 1260

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ANDREW BARR MLA - The answer to the Member's question is as follows:

(a) The total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers referred to in answer to question 3 of Question on Notice 944 is $1.67m.

(b) The contractor currently holding the position of Project Director for the Northside Hospital Redevelopment was engaged through Contractor Central. Contractor Central is the ACT Government procurement method for engaging contingent workers where additional resources or specialised knowledge is required for a limited period. The panel is called, Whole of Government Contractor Central - Contingent Assignments.

There is a list of suppliers that can provide labour hire under the panel. Unearth Talent Pty Ltd, an Aboriginal and Torres Strait Islander entity registered on the panel were selected to manage this engagement. The contractor was engaged as a referred worker through the consultancy company Belay Pty Ltd.

All information required to be published under the Panel arrangement including expenditure is published on the Tenders ACT website under contact PICM0008589.

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The Scheme Conditions require the Government to keep elements of the agreement confidential. For this contract, iCBR can confirm that the forecast cost for the contract is approximately 10 per cent higher than the equivalent Senior Executive Service Salary. However, the rate paid under the panel arrangement is not directly comparable to an SES salary as it is an all-inclusive rate that does not require the ACT Government to accrue a liability for or pay separately for personal leave, annual leave, long service leave, public holiday, superannuation, and insurances.

(c) I refer you to my response to question (b) above.

(d) I refer you to my response to question (b) above.

(e) The job title and classification for the two roles where the occupants were transferred through a change to their Statutory Employment Terms (SET) were Executive Branch Manager, Chief Financial Officer (SES 1.4) and Executive Group Manager, Property Group Support (SES 2.3). This was affected by reasons of the new administrative arrangements in accordance with sections 33 and 35 of the *Public Sector Management Act 1994* and the *Public Sector Management Standards 2016* and was conducted in accordance with the standard practice to change SETs.

(f) The role of Executive Group Manager, Delivery – Places and Spaces (SES 2.3) was created when its predecessor was transferred to Major Projects Canberra (as Infrastructure Canberra was then known) as part of Machinery of Government changes. Following an expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No 1)*, an independent work value assessment by Mercer Consulting resulted in the classification of the position being upgraded to a SES 2.4 role. The interval between creation and upgrade was approximately 18 months.

(g) No, Executives are entitled to take paid leave. The costs associated with taking leave may vary from year to year. The changes in position were affected by the machinery of government changes and are subject to independent work value assessments by Mercer Consulting.

Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

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The Scheme Conditions require the Government to keep elements of the agreement confidential. For this contract, iCBR can confirm that the forecast cost for the contract is approximately 10 per cent higher than the equivalent Senior Executive Service Salary. However, the rate paid under the panel arrangement is not directly comparable to an SES salary as it is an all-inclusive rate that does not require the ACT Government to accrue a liability for or pay separately for personal leave, annual leave, long service leave, public holiday, superannuation, and insurances.

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(f) The role of Executive Group Manager, Delivery – Places and Spaces (SES 2.3) was created when its predecessor was transferred to Major Projects Canberra (as Infrastructure Canberra was then known) as part of Machinery of Government changes. Following the expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No. 1)*, an independent work value assessment conducted by Mercer Consulting determined that the position warranted reclassification to SES 2.4, reflecting the increased scope, complexity and accountability of the role. ~~Following an expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No 1)*, an independent work value assessment by Mercer Consulting resulted in the classification of the position being upgraded to a SES 2.4 role, reflective of the increase and complexity of responsibility.~~ The interval between creation and upgrade was approximately 18 months.

(g) No, Executives are entitled to take paid leave. The costs associated with taking leave may vary from year to year. The changes in position were affected by the machinery of government changes and are subject to independent work value assessments by Mercer Consulting.

Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

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15 May 2026
Question No. 1260

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a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022,

b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate,

c) was the engagement direct or competitively tendered,

d) does the consultant's cost exceed the equivalent SES salary and on-costs,

e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed,

f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and

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ANDREW BARR MLA - The answer to the Member's question is as follows:

a) The total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers referred to in answer to question 3 of Question on Notice 944 is $1.67m.

b) The contractor currently holding the position of Project Director for the Northside Hospital Redevelopment was engaged through Contractor Central. Contractor Central is the ACT Government procurement method for engaging contingent workers where additional resources

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or specialised knowledge is required for a limited period. The panel is called, Whole of Government Contractor Central - Contingent Assignments.

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All information required to be published under the Panel arrangement including expenditure is published on the Tenders ACT website under contact PICM0008589.

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Approved for circulation to the Member and incorporation into Hansard.

Andrew Barr MLA
Chief Minister **Date:**

This response required 5hrs 40mins to complete, at an approximate cost of $656.56.

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

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15 May 2026
Question No. 1260

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Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

Andrew Barr MLA
Chief Minister
Minister for Economic Development
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Question No. 1260

Peter Cain MLA: To ask the Chief Minister

In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, (a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022, (b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate, (c) was the engagement direct or competitively tendered, (d) does the consultant's cost exceed the equivalent SES salary and on-costs, (e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed, (f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and (g) will the Chief Minister commission an Auditor-General review of SES workforce management at Infrastructure Canberra given that over $1 million has been paid to absent executives, there is a consultant filling an SES role and 13 position changes have occurred without independent scrutiny; if not, why not.

ANDREW BARR MLA - The answer to the Member's question is as follows:

(a) The total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers referred to in answer to question 3 of Question on Notice 944 is $1.67m.

(b) The contractor currently holding the position of Project Director for the Northside Hospital Redevelopment was engaged through Contractor Central. Contractor Central is the ACT Government procurement method for engaging contingent workers where additional resources or specialised knowledge is required for a limited period. The panel is called, Whole of Government Contractor Central - Contingent Assignments.

There is a list of suppliers that can provide labour hire under the panel. Unearth Talent Pty Ltd, an Aboriginal and Torres Strait Islander entity registered on the panel were selected to manage this engagement. The contractor was engaged as a referred worker through the consultancy company Belay Pty Ltd.

All information required to be published under the Panel arrangement including expenditure is published on the Tenders ACT website under contact PICM0008589.

act.gov.au

ACT Legislative Assembly
London Circuit, GPO Box 1020,
Canberra ACT 2601

+61 2 6205 0011
barr@act.gov.au

ABarrMLA
andrewbarrmla

The Scheme Conditions require the Government to keep elements of the agreement confidential. For this contract, iCBR can confirm that the forecast cost for the contract is approximately 10 per cent higher than the equivalent Senior Executive Service Salary. However, the rate paid under the panel arrangement is not directly comparable to an SES salary as it is an all-inclusive rate that does not require the ACT Government to accrue a liability for or pay separately for personal leave, annual leave, long service leave, public holiday, superannuation, and insurances.

(c) I refer you to my response to question (b) above.

(d) I refer you to my response to question (b) above.

(e) The job title and classification for the two roles where the occupants were transferred through a change to their Statutory Employment Terms (SET) were Executive Branch Manager, Chief Financial Officer (SES 1.4) and Executive Group Manager, Property Group Support (SES 2.3). This was affected by reasons of the new administrative arrangements in accordance with sections 33 and 35 of the *Public Sector Management Act 1994* and the *Public Sector Management Standards 2016* and was conducted in accordance with the standard practice to change SETs.

(f) The role of Executive Group Manager, Delivery – Places and Spaces (SES 2.3) was created when its predecessor was transferred to Major Projects Canberra (as Infrastructure Canberra was then known) as part of Machinery of Government changes. Following an expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No 1)*, an independent work value assessment by Mercer Consulting resulted in the classification of the position being upgraded to a SES 2.4 role. The interval between creation and upgrade was approximately 18 months.

(g) No, Executives are entitled to take paid leave. The costs associated with taking leave may vary from year to year. The changes in position were affected by the machinery of government changes and are subject to independent work value assessments by Mercer Consulting.

Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

Questions on Notice Paper No 21
15 May 2026
Question No. 1260

Peter Cain MLA: To ask the Chief Minister

In relation to the answer to question on notice No 944 regarding Infrastructure Canberra, (a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022, (b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate, (c) was the engagement direct or competitively tendered, (d) does the consultant's cost exceed the equivalent SES salary and on-costs, (e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed, (f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and (g) will the Chief Minister commission an Auditor-General review of SES workforce management at Infrastructure Canberra given that over $1 million has been paid to absent executives, there is a consultant filling an SES role and 13 position changes have occurred without independent scrutiny; if not, why not.

ANDREW BARR MLA - The answer to the Member's question is as follows:

(a) The total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers referred to in answer to question 3 of Question on Notice 944 is $1.67m.

(b) The contractor currently holding the position of Project Director for the Northside Hospital Redevelopment was engaged through Contractor Central. Contractor Central is the ACT Government procurement method for engaging contingent workers where additional resources or specialised knowledge is required for a limited period. The panel is called, Whole of Government Contractor Central - Contingent Assignments.

There is a list of suppliers that can provide labour hire under the panel. Unearth Talent Pty Ltd, an Aboriginal and Torres Strait Islander entity registered on the panel were selected to manage this engagement. The contractor was engaged as a referred worker through the consultancy company Belay Pty Ltd.

All information required to be published under the Panel arrangement including expenditure is published on the Tenders ACT website under contact PICM0008589.

act.gov.au

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London Circuit, GPO Box 1020,
Canberra ACT 2601

+61 2 6205 0011
barr@act.gov.au

ABarrMLA
andrewbarrmla

The Scheme Conditions require the Government to keep elements of the agreement confidential. For this contract, iCBR can confirm that the forecast cost for the contract is approximately 10 per cent higher than the equivalent Senior Executive Service Salary. However, the rate paid under the panel arrangement is not directly comparable to an SES salary as it is an all-inclusive rate that does not require the ACT Government to accrue a liability for or pay separately for personal leave, annual leave, long service leave, public holiday, superannuation, and insurances.

(c) I refer you to my response to question (b) above.

(d) I refer you to my response to question (b) above.

(e) The job title and classification for the two roles where the occupants were transferred through a change to their Statutory Employment Terms (SET) were Executive Branch Manager, Chief Financial Officer (SES 1.4) and Executive Group Manager, Property Group Support (SES 2.3). This was affected by reasons of the new administrative arrangements in accordance with sections 33 and 35 of the *Public Sector Management Act 1994* and the *Public Sector Management Standards 2016* and was conducted in accordance with the standard practice to change SETs.

(f) The role of Executive Group Manager, Delivery – Places and Spaces (SES 2.3) was created when its predecessor was transferred to Major Projects Canberra (as Infrastructure Canberra was then known) as part of Machinery of Government changes. Following the expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No. 1)*, an independent work value assessment conducted by Mercer Consulting determined that the position warranted reclassification to SES 2.4, reflecting the increased scope, complexity and accountability of the role. ~~Following an expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No 1)*, an independent work value assessment by Mercer Consulting resulted in the classification of the position being upgraded to a SES 2.4 role, reflective of the increase and complexity of responsibility.~~ The interval between creation and upgrade was approximately 18 months.

(g) No, Executives are entitled to take paid leave. The costs associated with taking leave may vary from year to year. The changes in position were affected by the machinery of government changes and are subject to independent work value assessments by Mercer Consulting.

Approved for circulation to the Member and incorporation into Hansard. **Andrew Barr MLA** **Chief Minister** **Date:**
This response required XXhrs XXmins to complete, at an approximate cost of $XXX.

From:	Bell, HayleyC
To:	Tarrant, Sarah
Cc:	iCBR, HR; iCBR, PEO EGM Office; iCBR, HEJ EGM Office
Subject:	RE: ADVICE AND DRAFT RESPONSES - ICBR: RESPONSE TO QUESTION ON NOTICE BY PETER CAIN ON 15 JUNE 2026 - SES EMPLOYEES
Date:	Wednesday, 8 July 2026 3:32:09 PM
Attachments:	image002.png image003.png

OFFICIAL: Sensitive - Legal Privilege

Hi Team,

I have drafted a suggested response below.

The contractor currently holding the position of Project Director for the Northside Hospital Redevelopment was engaged through Contractor Central. Contractor Central is the ACT Government procurement method for engaging contingent workers where additional resources or specialised knowledge is required for a limited period. The panel is called, Whole of Government Contractor Central - Contingent Assignments. There is a list of suppliers that can provide labour hire under the panel. Unearth Talent Pty Ltd, an Aboriginal and Torres Strait Islander entity registered on the panel were selected to manage this engagement. The contractor was engaged as a referred worker through the consultancy company Belay Pty Ltd.

All information required to be published under the Panel arrangement including expenditure is published on the Tenders ACT website under contact PICM0008589.

The Scheme Conditions do require the Government to keep elements of the agreement confidential. For this contract iCBR can confirm that the forecast cost for the contract is approximately 10% higher than the equivalent Senior Executive Service Salary. The rate paid under the panel arrangement is not directly comparable to an SES salary as it is an all-inclusive rate that does not require the ACT Government to accrue a liability for or pay separately for personal leave, annual leave, long service leave, public holiday, superannuation, and insurances.

Not for return with the response, but for the record, below is my calculation and reference to source docs.

Beeline hourly rate	Hourly rate excl GST Daily rate 221 work days assumed
SES equivalent 26-27 budget costing template	SES equivalent % compared to contractor rate

Schedule 2.2(a)(xiii) [redacted]

Contractor Central

STEP 1: Engaging a worker

scm0007-scheme-conditions-2025-04-01-v3.16.pdf

Panel Contract - PICM0008589expenditure

Hayley Bell | Executive Group Manager
Health, Education and Justice
Infrastructure Canberra | ACT Government
Schedule 2.2(a)(ii) | **E** hayleyc.bell@act.gov.au
GPO Box 158 Canberra ACT 2601

I acknowledge the Ngunnawal people as traditional custodians of the ACT and recognise any other people or families with connection to the lands of the ACT and region. I acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region

Schedule 1.2

Schedule 1.2

Schedule 1.2

From: Geraghty, Gillian
To: Grey, Brooke; iCBR, Ministerial
Cc: iCBR Director General; Khan, FaheemK; Haraldson, Anthony
Subject: Re: Updates to QONs - SES Roles at iCBR
Date: Thursday, 9 July 2026 9:24:49 AM
Attachments: image001.png
image002.png
image003.png
image004.png
image005.png
image006.png
image007.png
image008.png

OFFICIAL

Good morning

Thanks all

Cleared

Gillian

From: Grey, Brooke
Sent: Thursday, July 9, 2026 9:07 am
To: iCBR, Ministerial ; Geraghty, Gillian
Cc: iCBR Director General ; Khan, FaheemK ; Haraldson, Anthony
Subject: RE: Updates to QONs - SES Roles at iCBR

OFFICIAL

Good morning,
I've reviewed the current edited QONs and agree with the content.
Thank you
Regards

Brooke Grey – Acting Chief Operating Officer, People, Engagement and Operations
Schedule 2.2(a)(ii) E: brooke.grey@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra City ACT 2601

This email and any of its attachments may be confidential. If you are not the intended recipient please notify the sender and delete immediately. You should not copy or use it for any purpose, nor disclose its contents to any other person.

From: iCBR, Ministerial
Sent: Thursday, 9 July 2026 8:52 AM
To: Grey, Brooke
Cc: iCBR, Ministerial

Subject: Updates to QONs - SES Roles at iCBR

OFFICIAL

Hi Brooke,

Just looping you back into this chain – Gillian has asked for your confirmation that you are happy with the changes she made to these two QONs regarding executive positions at iCBR:

Out of scope

QON 1260 - CAIN - SES Officers Infrastructure Canberra - Objective ECM

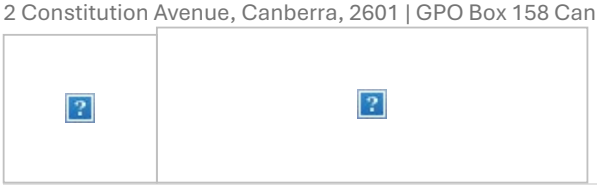
Kyla has confirmed she has "No issues with the contractor central wording" (see confirmation attached), and Anthony and Faheem have provided further updates – see below.

Please feel free to reply with your confirmation including the below email addresses, or I can pass on your response to Gillian and the DG Office for you.

Gillian.Geraghty@act.gov.au>
iCBR.DG@act.gov.au
iCBRMinisterial@act.gov.au
FaheemK.Khan@act.gov.au
Anthony.Haraldson@act.gov.au

Kind regards,
Bridie

Bridie Milthorpe (she/her)
Assistant Director, Ministerial and Government Business
Infrastructure Canberra | ACT Government
2 Constitution Avenue, Canberra, 2601 | GPO Box 158 Canberra ACT 2601 | www.act.gov.au



From: Haraldson, Anthony <Anthony.Haraldson@act.gov.au>
Sent: Thursday, 9 July 2026 8:40 AM
To: Geraghty, Gillian <Gillian.Geraghty@act.gov.au>; Khan, FaheemK <FaheemK.Khan@act.gov.au>
Cc: iCBR Director General <iCBR.DG@act.gov.au>; iCBR, Ministerial <iCBRMinisterial@act.gov.au>
Subject: RE: CLEARANCE: ASAP: QONs - SES Roles at iCBR

Hi Gillian

I'm happy with both QON responses. I have updated the mercer section to "Following the expansion of Infrastructure Canberra's responsibilities under the *Administrative Arrangements 2024 (No. 1)*, an independent work value assessment conducted by Mercer Consulting determined that the position warranted reclassification to SES 2.4, reflecting the increased scope, complexity and accountability of the role."

Dhjan Yimaba Yara (*Thank you and bye in Ngunnawal language*)

Anthony Haraldson
Acting Deputy Director-General
Schedule 2.2(a)(ii) | **E** anthony.haraldson@act.gov.au
Infrastructure Canberra | ACT Government



From: Geraghty, Gillian <Gillian.Geraghty@act.gov.au>
Sent: Thursday, 9 July 2026 7:38 AM
To: Khan, FaheemK <FaheemK.Khan@act.gov.au>
Cc: iCBR Director General <iCBR.DG@act.gov.au>; iCBR, Ministerial <iCBRMinisterial@act.gov.au>; Haraldson, Anthony <Anthony.Haraldson@act.gov.au>

Subject: Re: CLEARANCE: ASAP: QONs - SES Roles at iCBR

OFFICIAL

Thanks
Perhaps we add in after the Mercer Assessment comment, “reflective of the increase and complexity of responsibility” or something like that?
Gillian

From: Khan, FaheemK <FaheemK.Khan@act.gov.au>
Sent: Wednesday, July 8, 2026 8:05 pm
To: Geraghty, Gillian <Gillian.Geraghty@act.gov.au>
Cc: iCBR Director General <iCBR.DG@act.gov.au>; iCBR, Ministerial <iCBRMinisterial@act.gov.au>; Haraldson, Anthony <Anthony.Haraldson@act.gov.au>
Subject: Re: CLEARANCE: ASAP: QONs - SES Roles at iCBR

OFFICIAL

Up to you but perhaps there could be benefit in outlining some of the scope changes in the DPS role in terms of role responsibility explaining what Mercer would have looked at?
I (rightly) wasn't involved in that process and don't know what the former position description involved but I would assume for example additional accountability likely includes delivery of Canberra Lyric Theatre, Electrification of Government Gas Assets, Big Canberra Battery, Cladding Rectification Program, Canberra Aquatic Centre etc.
Faheem Khan
Schedule 2.2(a)(ii)

From: Geraghty, Gillian <Gillian.Geraghty@act.gov.au>
Sent: Wednesday, 08 July 2026 18:11:23
To: iCBR, Ministerial <iCBRMinisterial@act.gov.au>; Khan, FaheemK <FaheemK.Khan@act.gov.au>; Haraldson, Anthony <Anthony.Haraldson@act.gov.au>; Grey, Brooke <Brooke.Grey@act.gov.au>; Kerkow, Kyla <Kyla.Kerkow@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Director General <iCBR.DG@act.gov.au>; Chicco, Dee <Dee.Chicco@act.gov.au>
Subject: RE: CLEARANCE: ASAP: QONs - SES Roles at iCBR

OFFICIAL

Hi Lauren
I have made some minor tweaks, could I please ask for Brooke, Kyla, Anthony and Faheem also review
Many thanks
Gillian

From: iCBR, Ministerial <iCBRMinisterial@act.gov.au>
Sent: Wednesday, 8 July 2026 5:28 PM
To: Geraghty, Gillian <Gillian.Geraghty@act.gov.au>
Cc: iCBR Deputy Director General <iCBR.DDG@act.gov.au>; iCBR Director General <iCBR.DG@act.gov.au>; iCBR, Ministerial <iCBRMinisterial@act.gov.au>; Chicco, Dee <Dee.Chicco@act.gov.au>
Subject: CLEARANCE: ASAP: QONs - SES Roles at iCBR

OFFICIAL

Hi Gillian,
Please see the below for your clearance.
REQUEST: Response to two QONs regarding executive positions at iCBR.

BACKGROUND: These responses have been reviewed by GSO and updated in line with their advice.
LINK:
Out of scope
QON 1260 - CAIN - SES Officers Infrastructure Canberra - Objective ECM
CLEARED BY: Josephine and reviewed by Hayley Bell and GSO
CRITICAL DATE: ASAP
CRITICAL REASON: Due to the CMO asap to allow appropriate review time ahead of the lodgement due on 15 July.
NOTE: Costings will be updated following your clearance.
Thank you,
Lauren
Lauren Cunningham |Senior Director, Ministerial and Government Business
Infrastructure Canberra | ACT Government

Chief Operating Office | People Engagement and Operations Group
GPO Box 158, Canberra ACT 2601

From: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Sent: Wednesday, July 8, 2026 4:44 PM
To: iCBR, Ministerial <iCBRMinisterial@act.gov.au>
Cc: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>; Smith, Josephine <Josephine.Smith@act.gov.au>
Subject: FW: Advice on QON

OFFICIAL

Hi Lauren,
QON's cleared by Josephine to progress to Gillian for review and approval.
Out of scope
QON 1260 - CAIN - SES Officers Infrastructure Canberra - Objective ECM
We still need to complete the costing tools, which I will need to progress with HR and Kristine tomorrow.
Regards,
Corey Uncles
A/g Senior Director, Strategy and Industry Engagement
P (02) 6205 9592 Schedule 2.2(a)(ii) **E** coreyj.uncles@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601

From: Smith, Josephine <Josephine.Smith@act.gov.au>
Sent: Wednesday, 8 July 2026 4:00 PM
To: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: RE: Advice on QON

OFFICIAL

Approved for progression – noting Hayley part still missing. Have you heard from her/her team?
J
Josephine Smith
A/g Executive Group Manager| People, Engagement and Operations
P Teams | **E** josephine.smith@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601

From: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Sent: Wednesday, 8 July 2026 12:59 PM
To: Smith, Josephine <Josephine.Smith@act.gov.au>
Cc: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: FW: Advice on QON

OFFICIAL

Hi Josephine,

Out of scope [redacted]

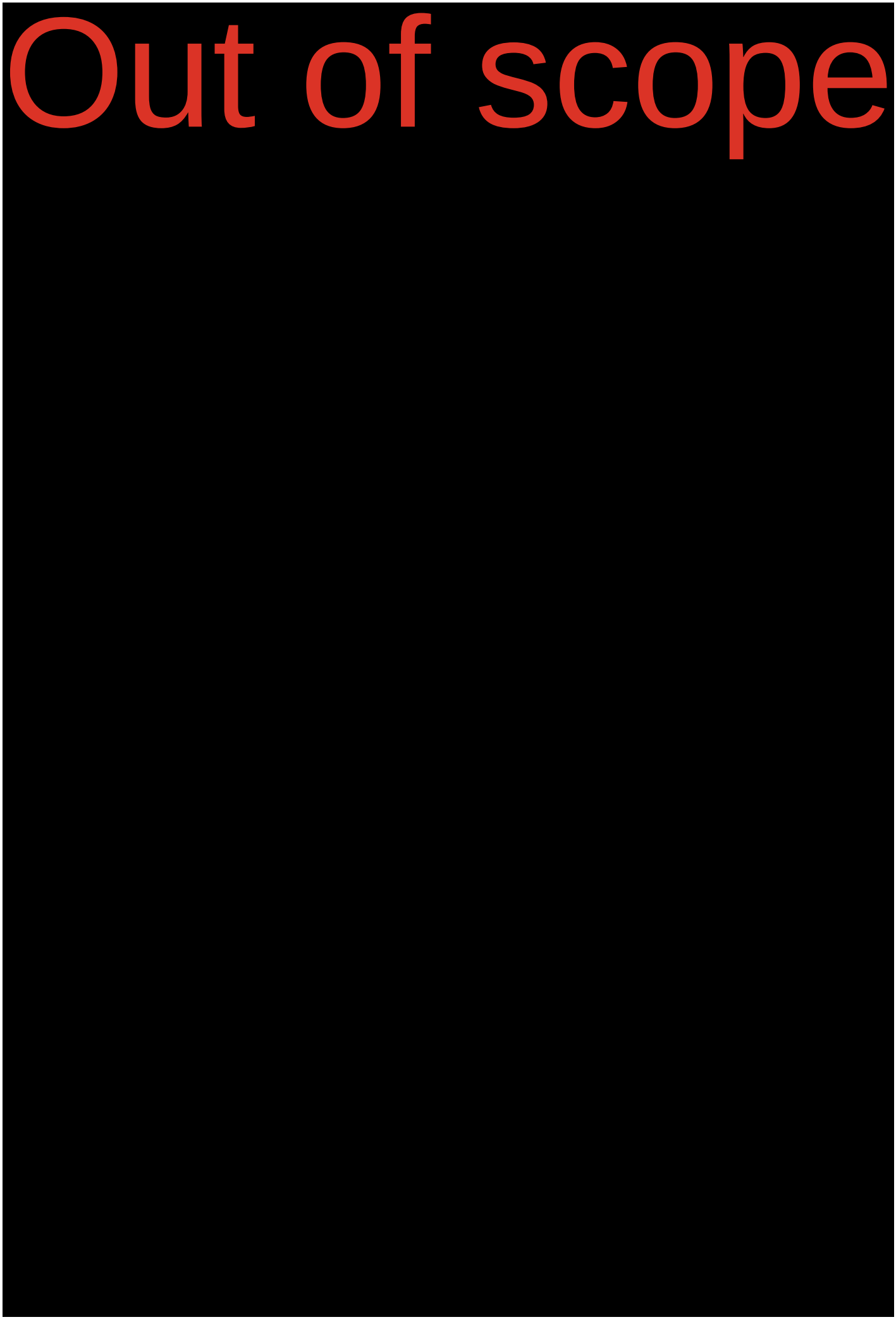
The outstanding of 1260 is still with Hayley Bell.

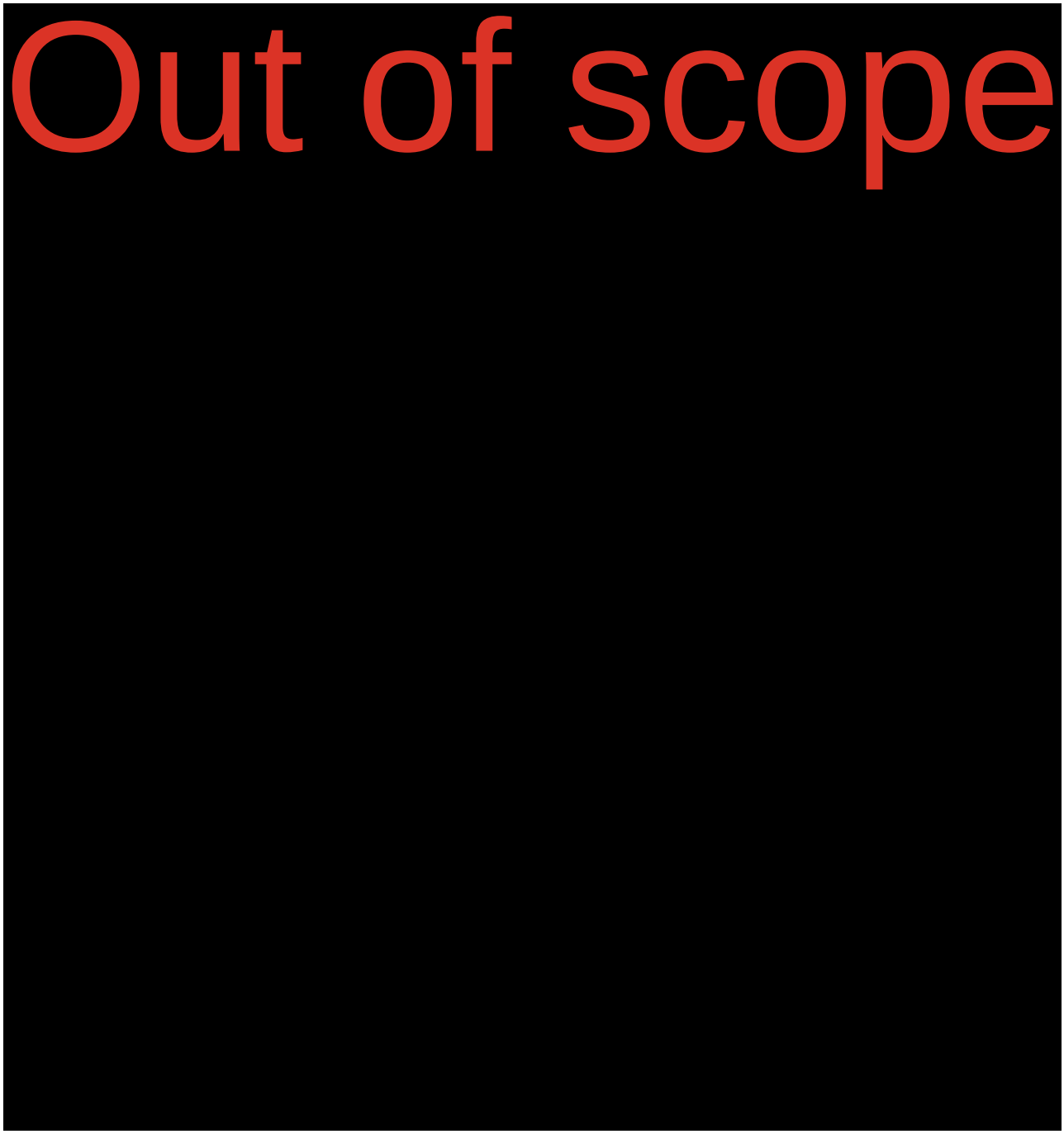
Out of scope [redacted]

QON 1260 - CAIN - SES Officers Infrastructure Canberra - Objective ECM

Regards,
Corey Uncles
A/g Senior Director, Strategy and Industry Engagement
P (02) 6205 9592 Schedule 2.2(a)(ii) **E** coreyj.uncles@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601

Out of scope [redacted]


Out of scope



From: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Sent: Tuesday, 7 July 2026 1:03 PM
To: Tarrant, Sarah <Sarah.Tarrant@act.gov.au>
Cc: Trevaskis, Andrew <Andrew.Trevaskis@act.gov.au>; iCBR, Ministerial <iCBRMinisterial@act.gov.au>; Scheul, Kristine <Kristine.Scheul@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: FW: Advice on QON

OFFICIAL

Hi Sarah,

Can I please get your support to review and address Josephine's comments?

Out of scope

QON 1260 - CAIN - SES Officers Infrastructure Canberra - Objective ECM

Regards,
Corey Uncles
A/g Senior Director, Strategy and Industry Engagement
P (02) 6205 9592 **P** (+61) 0481 451 137 **E** coreyj.uncles@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601

From: Smith, Josephine <Josephine.Smith@act.gov.au>
Sent: Tuesday, 7 July 2026 12:43 PM
To: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: RE: Advice on QON

OFFICIAL

Confirming I've now reviewed both with edits and comments to address to align with advice provided.
Thanks
J

Josephine Smith
A/g Executive Group Manager| People, Engagement and Operations
P Teams | **E** josephine.smith@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601





From: Smith, Josephine
Sent: Tuesday, 7 July 2026 12:24 PM
To: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: RE: Advice on QON
Importance: High

Morning, Out of scope [redacted]

Reviewing 1260 now.
Thanks
J

Josephine Smith
A/g Executive Group Manager| People, Engagement and Operations
P Teams | **E** josephine.smith@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601





From: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>

Sent: Tuesday, 7 July 2026 10:27 AM
To: Smith, Josephine <Josephine.Smith@act.gov.au>
Cc: iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: FW: Advice on QON

OFFICIAL

Hi Josephine,

Please see the below QONs for your clearance, noting HRs comments.

Out of scope

- [redacted]

QON 1260 - CAIN - SES Officers Infrastructure Canberra - Objective ECM

- Following GSO feedback on B, C and D - HR did not answer 1260 is because the question is not clear. They can discuss a possible answer based on assumptions, but we could be providing information not even requested due to the lack of clarity of question.

Thank you.

Regards,
Corey Uncles
A/g Senior Director, Strategy and Industry Engagement
P (02) 6205 9592 Schedule 2.2(a)(ii) **E** coreyj.uncles@act.gov.au
Infrastructure Canberra | ACT Government
GPO Box 158 Canberra ACT 2601

Out of scope

Out of scope

From: Trevaskis, Andrew <Andrew.Trevaskis@act.gov.au>
Sent: Wednesday, 1 July 2026 4:30 PM
To: iCBR, Ministerial <iCBRMinisterial@act.gov.au>; Scheul, Kristine <Kristine.Scheul@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Subject: RE: Advice on QON

OFFICIAL

Good afternoon Bridie
Thank you for flagging Josephine's comment in QON 1260, apologies as I missed that one. I have now responded after liaising with Sarah. Hopefully HR's response addresses Josephine's question, please reach out if not.
Many thanks
Andrew

From: iCBR, Ministerial <iCBRMinisterial@act.gov.au>
Sent: Wednesday, 1 July 2026 10:23 AM
To: Trevaskis, Andrew <Andrew.Trevaskis@act.gov.au>; Scheul, Kristine <Kristine.Scheul@act.gov.au>; iCBR, PEO EGM Office <iCBR-PEO-EGMOffice@act.gov.au>
Cc: iCBR, Ministerial <iCBRMinisterial@act.gov.au>
Subject: RE: Advice on QON

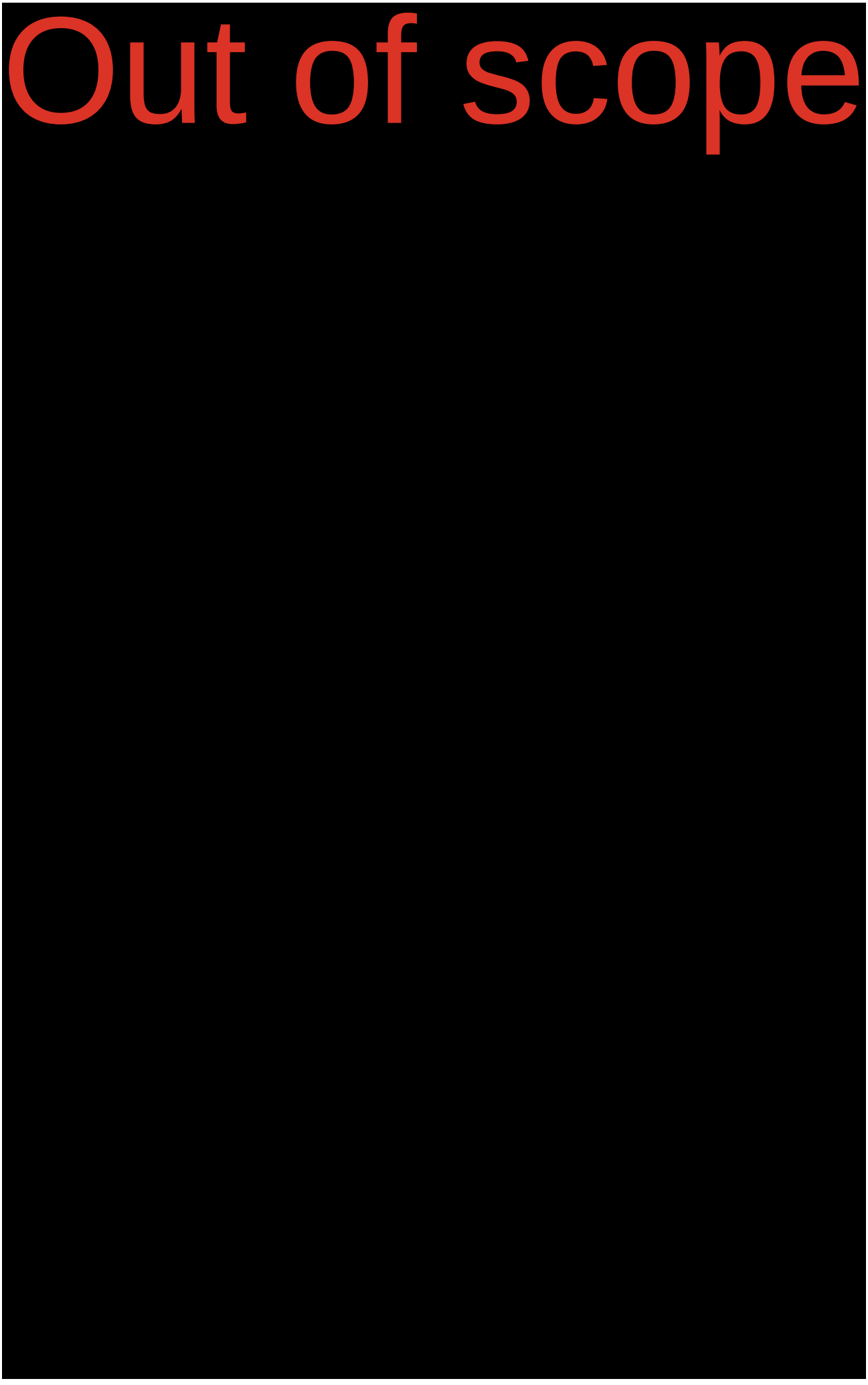
OFFICIAL

Hi Kristine,
Many thanks for following up with GSO – much appreciated.
If we could get the GSO advice by Friday and then have the updated version of the QON ready for EGM PEO clearance on Monday, that would be great. We can of course revise this timeline depending on when GSO get the advice to us on Friday.
@iCBR, PEO EGM Office:

- Out of scope
- I think QON 1260 - CAIN - SES Officers Infrastructure Canberra - Objective ECM is also yet to be cleared by Josephine – I can see an unanswered comment from her that @Trevaskis, Andrew may need to respond to.
- If both QONs could be ready for Josephine's clearance once she gets back on Monday, that would be wonderful.

Please let me know if there are any questions.
Kind regards,
Bridie

Bridie Milthorpe (she/her)
Assistant Director, Ministerial and Government Business
Infrastructure Canberra | ACT Government
2 Constitution Avenue, Canberra, 2601 | GPO Box 158 Canberra ACT 2601 | www.act.gov.au


Out of scope

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

Questions on Notice Paper No 21
15 May 2026
Question No. 1260

PETER CAIN MLA: To ask the Chief Minister –

In relation to the answer to question on notice No 944 regarding Infrastructure Canberra,

a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022,

b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate,

c) was the engagement direct or competitively tendered,

d) does the consultant's cost exceed the equivalent SES salary and on-costs,

e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed,

f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and

g) will the Chief Minister commission an Auditor-General review of SES workforce management at Infrastructure Canberra given that over $1 million has been paid to absent executives, there is a consultant filling an SES role and 13 position changes have occurred without independent scrutiny; if not, why not.

ANDREW BARR MLA - The answer to the Member's question is as follows:

a) The total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers referred to in answer to question 3 of Question on Notice 944 is $1.67m.

b) The contractor currently holding the position of Project Director for the Northside Hospital Redevelopment was engaged through Contractor Central. Contractor Central is the ACT Government procurement method for engaging contingent workers where additional resources

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or specialised knowledge is required for a limited period. The panel is called, Whole of Government Contractor Central - Contingent Assignments.

There is a list of suppliers that can provide labour hire under the panel. Unearth Talent Pty Ltd, an Aboriginal and Torres Strait Islander entity registered on the panel were selected to manage this engagement. The contractor was engaged as a referred worker through the consultancy company Belay Pty Ltd.

All information required to be published under the Panel arrangement including expenditure is published on the Tenders ACT website under contact PICM0008589.

The Scheme Conditions require the Government to keep elements of the agreement confidential. For this contract, iCBR can confirm that the forecast cost for the contract is approximately 10 per cent higher than the equivalent Senior Executive Service Salary. However, the rate paid under the panel arrangement is not directly comparable to an SES salary as it is an all-inclusive rate that does not require the ACT Government to accrue a liability for or pay separately for personal leave, annual leave, long service leave, public holiday, superannuation, and insurances.

c) I refer you to my response to question (b) above.

d) I refer you to my response to question (b) above.

e) The job title and classification for the two roles where the occupants were transferred through a change to their Statutory Employment Terms (SET) were Executive Branch Manager, Chief Financial Officer (SES 1.4) and Executive Group Manager, Property Group Support (SES 2.3). This was affected by reasons of the new administrative arrangements in accordance with sections 33 and 35 of the Public Sector Management Act 1994 and the Public Sector Management Standards 2016 and was conducted in accordance with the standard practice to change SETs.

f) The role of Executive Group Manager, Delivery – Places and Spaces (SES 2.3) was created when its predecessor was transferred to Major Projects Canberra (as Infrastructure Canberra was then known) as part of Machinery of Government changes. Following the expansion of Infrastructure Canberra's responsibilities under the Administrative Arrangements 2024 (No. 1), an independent work value assessment conducted by Mercer Consulting determined that the position warranted reclassification to SES 2.4, reflecting the increased scope, complexity and accountability of the role. The interval between creation and upgrade was approximately 18 months.

g) No, Executives are entitled to take paid leave. The costs associated with taking leave may vary from year to year. The changes in position were affected by the machinery of government changes and are subject to independent work value assessments by Mercer Consulting.

Approved for circulation to the Member and incorporation into Hansard.

Andrew Barr MLA
Chief Minister **Date:**

This response required 5hrs 40mins to complete, at an approximate cost of $656.56.

Andrew Barr MLA
Chief Minister
Minister for Economic Development
Minister for Tourism and Trade

Member for Kurrajong

Response to question on notice

Questions on Notice Paper No 21
15 May 2026
Question No. 1260

PETER CAIN MLA: To ask the Chief Minister –

In relation to the answer to question on notice No 944 regarding Infrastructure Canberra,

a) what are the total on-costs, including (i) superannuation, (ii) leave entitlements and (iii) executive allowances, associated with the four absent SES officers and what is therefore the all-inclusive cost to Canberrans of executive absences at Infrastructure Canberra since 1 January 2022,

b) what is the (i) name of the consultant or firm currently performing the vacant SES role and (ii) total contract value and daily rate,

c) was the engagement direct or competitively tendered,

d) does the consultant's cost exceed the equivalent SES salary and on-costs,

e) what is the job title and classification of each of the two SES positions created without open public advertisement and under what specific legislative provision was open merit-based recruitment bypassed,

f) was the Executive Group Manager, Delivery – Places and Spaces role created then rapidly upgraded, given that it appears in both the created and upgraded positions tables; if so, what was the interval between creation and upgrade and

g) will the Chief Minister commission an Auditor-General review of SES workforce management at Infrastructure Canberra given that over $1 million has been paid to absent executives, there is a consultant filling an SES role and 13 position changes have occurred without independent scrutiny; if not, why not.

ANDREW BARR MLA - The answer to the Member's question is as follows:

a) The total on-costs, including superannuation, leave entitlements and executive allowances, associated with the four SES officers referred to in answer to question 3 of Question on Notice 944 is $1.67m.

b) The contractor currently holding the position of Project Director for the Northside Hospital Redevelopment was engaged through Contractor Central. Contractor Central is the ACT Government procurement method for engaging contingent workers where additional resources

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or specialised knowledge is required for a limited period. The panel is called, Whole of Government Contractor Central - Contingent Assignments.

There is a list of suppliers that can provide labour hire under the panel. Unearth Talent Pty Ltd, an Aboriginal and Torres Strait Islander entity registered on the panel were selected to manage this engagement. The contractor was engaged as a referred worker through the consultancy company Belay Pty Ltd.

All information required to be published under the Panel arrangement including expenditure is published on the Tenders ACT website under contact PICM0008589.

The Scheme Conditions require the Government to keep elements of the agreement confidential. For this contract, iCBR can confirm that the forecast cost for the contract is approximately 10 per cent higher than the equivalent Senior Executive Service Salary. However, the rate paid under the panel arrangement is not directly comparable to an SES salary as it is an all-inclusive rate that does not require the ACT Government to accrue a liability for or pay separately for personal leave, annual leave, long service leave, public holiday, superannuation, and insurances.

c) I refer you to my response to question (b) above.

d) I refer you to my response to question (b) above.

e) The job title and classification for the two roles where the occupants were transferred through a change to their Statutory Employment Terms (SET) were Executive Branch Manager, Chief Financial Officer (SES 1.4) and Executive Group Manager, Property Group Support (SES 2.3). This was affected by reasons of the new administrative arrangements in accordance with sections 33 and 35 of the Public Sector Management Act 1994 and the Public Sector Management Standards 2016 and was conducted in accordance with the standard practice to change SETs.

f) The role of Executive Group Manager, Delivery – Places and Spaces (SES 2.3) was created when its predecessor was transferred to Major Projects Canberra (as Infrastructure Canberra was then known) as part of Machinery of Government changes. Following the expansion of Infrastructure Canberra's responsibilities under the Administrative Arrangements 2024 (No. 1), an independent work value assessment conducted by Mercer Consulting determined that the position warranted reclassification to SES 2.4, reflecting the increased scope, complexity and accountability of the role. The interval between creation and upgrade was approximately 18 months.

g) No, Executives are entitled to take paid leave. The costs associated with taking leave may vary from year to year. The changes in position were affected by the machinery of government changes and are subject to independent work value assessments by Mercer Consulting.

Approved for circulation to the Member and incorporation into Hansard.

Andrew Barr MLA
Chief Minister **Date:**

This response required 5hrs 40mins to complete, at an approximate cost of $656.56.

23/06 8:02 am

Morning Sarah, just confirming that the two QONs are ready for your review and are here Out of scope

Out of scope

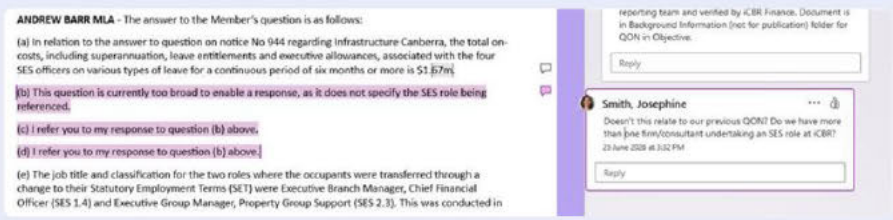
1260 - https://objective.act.gov.au/#/documents/A62478176

I haven't responded to (g) as this sits with the CMO of QON 1260 but can put some suggested words together if you would like.

Tarrant, Sarah 23/06 11:46 am

The question is currently too broad to enable a response, as it does not specify the SES role being assessed.

01/07 3:57 pm



Hi Sarah, in response to Josephine's question that we hadn't closed out in QON 1260, are you happy with 'iCBR did not state that a consultant or firm was undertaking the SES role in the previous QON 944, and considers that the question in QON 1260 is too broad to be able to identify the actual SES role. iCBR's SharePoint org chart identifies that one consultant is undertaking an Executive role (Steve Hall as the Project Director, Northside Hospital role), but HR believes that he is not undertaking the actual SES role Northside Hospital role so is therefore not included.'

BTW I just spoke to Mary to cover off on this.

Tarrant, Sarah 01/07 4:03 pm

I agree with the assessment and response. Happy for you to send