



Fact sheet – Electorate employees

Enhanced entitlements for Electorate employees

Under the proposed MOPS EA, entitlements for electorate employees will be increased through:

- ✓ **A one-off payment if a “yes” vote is successful**
- ✓ A pay rise of 11.2% to base salaries and allowances
- ✓ A new “Nominated Traveller Allowance” (guaranteed a minimum of 12 ESA points)
- ✓ An additional 16 ESA points for each office.
- ✓ An increase of an individual’s ‘cap’ of ESA (from 16 to 18 points) for certain employees in rural and remote offices
- ✓ Automatic processing of Excess (Canberra) Travel Leave - so you no longer need to apply
- ✓ Increased leave entitlements (including 3 extra days of personal leave per year and 18 weeks of parental leave)
- ✓ Increased studies assistance by 50%
- ✓ Enhanced travel entitlements and a new same-day travel allowance
- ✓ Enhanced career transitioned payments

Eligibility for a ‘one-off’ sign on bonus

If a “yes” vote is successful – all employees employed during the voting period will be eligible to receive a one-off payment.

- At the request of bargaining representatives, this will be calculated at .92% of base salary and averaged out for all employees to receive a flat-rate.
- A flat-rate one off-payment will likely be more beneficial for electorate staff, as well as part time and casual employees in comparison with a 0.92% one-off payment.
- All eligible MOP(S) Act employees (including casual employees) will receive the same payment. This payment is taxable and will be treated as ordinary time earnings for superannuation purposes.
- A one-off payment **cannot be offered again** under policy in the event the EA does not receive a majority vote.
- This payment will be calculated at the end of the voting period.
- MaPS will inform employees of the amount of the flat-rate payment once it is known.

Pay rise

- Salary rates, Electorate Staff Allowance (ESA), and other allowances will increase by 11.2% over the 3 years of the EA.
- Electorate employees employed at pay points EOA-6, EOA-5 and EOA-4 prior to the commencement of the EA will be translated to the new pay points of EOA-3, EOA-2 and EOA-1 respectively.

| EOC | EOB | EOA | Current salary rates | Salary effective from 5 August 2024 | Salary effective from 5 August 2025 | Salary effective from 5 August 2026 |
|-----|-----|------------------------|----------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | | | | 4% | 3.8% | 3.4% |
| 4 | | | \$91,990 | \$95,670 | \$99,305 | \$102,681 |
| 3 | | | \$87,583 | \$91,086 | \$94,548 | \$97,762 |
| 2 | 5 | | \$83,179 | \$86,506 | \$89,793 | \$92,846 |
| 1 | 4 | | \$81,666 | \$84,933 | \$88,160 | \$91,158 |
| | 3 | | \$77,014 | \$80,095 | \$83,138 | \$85,965 |
| | 2 | 6 (EOA-3 under new EA) | \$73,098 | \$76,022 | \$78,911 | \$81,594 |
| | 1 | 5 (EOA-2 under new EA) | \$71,245 | \$74,095 | \$76,910 | \$79,525 |
| | | 4 (EOA-1 under new EA) | \$69,046 | \$71,808 | \$74,537 | \$77,071 |
| | | 3* | \$65,177 | | | |
| | | 2* | \$61,954 | | | |
| | | 1* | \$58,846 | | | |

The lowest 3 pay points of the EOA classification will be removed at the commencement of EA

New ESA rates

Proposed new ESA rates, inclusive of the 11.2% increase over the life of the MOPS EA:

| Level | As at 5 August 2023 | Rate effective from 5 August 2024 | Rate effective from 5 August 2025 | Rate effective from 5 August 2026 |
|-------|---------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| ESA 1 | \$2,151 | \$2,237 | \$2,322 | \$2,401 |
| ESA 2 | \$4,300 | \$4,472 | \$4,642 | \$4,800 |
| ESA 3 | \$6,453 | \$6,711 | \$6,966 | \$7,203 |
| ESA 4 | \$8,605 | \$8,949 | \$9,289 | \$9,605 |
| ESA 5 | \$10,755 | \$11,185 | \$11,610 | \$12,005 |
| ESA 6 | \$12,907 | \$13,423 | \$13,933 | \$14,407 |

Additional points of ESA

- There are **more points of ESA that are able** to be allocated within offices, and some electorate employees can receive a higher 'cap'.
- An additional 16 ESA points of ESA has been added for each office and 12 points of ESA are allocated to the nominated traveller as the Nominated Traveller Allowance.
- This means there are now:
 - **58 points** available to parliamentarians with a **standard electorate** (1 Commonwealth-funded electorate office) with:
 - 12 points - guaranteed for the NTA
 - 46 points - to be allocated to staff within the office up to their 'cap'
 - **62 points** available to parliamentarians with **large electorate** (2 Commonwealth-funded electorate offices) with:
 - 12 points - guaranteed for the NTA
 - 50 points - to be allocated across offices to staff up to their 'caps'
 - **66 points** available to parliamentarians with an **extra-large electorate** (3 Commonwealth-funded electorate offices) with:
 - 12 points - guaranteed for the NTA
 - 54 points - to be allocated across offices to staff up to their 'caps'
- At the commencement of the EA, all employees will maintain their current rate of ESA.
- The commencement of the EA is an ESA allocation trigger – meaning a parliamentarian may allocate the level of ESA for each employee when the EA commences, or can allocate unused ESA at any time.

Some employees can receive up to 18 points of ESA (which equates to \$40,267), depending on the type of electorate in which they are employed:

| Standard electorates One Commonwealth-funded electorate office | Large electorates Two Commonwealth-funded electorate offices | Extra-large electorates Three Commonwealth-funded electorate offices |
|---|---|--|
| <ul style="list-style-type: none"> All employees may receive up to 16 points of ESA | <ul style="list-style-type: none"> One employee may receive up to 18 points of ESA All other employees may receive up to 16 points of ESA | <ul style="list-style-type: none"> Two employees may receive up to 18 points of ESA All other employees may receive up to 16 points of ESA |

Enhanced leave entitlements

Ongoing and non-ongoing employees will have **more paid leave** entitlements including:

| | |
|---|--|
| Personal/carer's leave | <ul style="list-style-type: none"> 3 extra days per year (total of 18 days) for full-time ongoing and non-ongoing employees (pro-rata for part-time) |
| Parental leave | <ul style="list-style-type: none"> 18 weeks for a primary caregiver 8 weeks (increasing to 18 weeks by February 2027) for a secondary caregiver |
| Adoption and long-term carer's leave | <ul style="list-style-type: none"> Up to 18 weeks parental leave for a primary caregiver Up to 8 weeks parental leave (increasing to 18 weeks by February 2027) for a secondary caregiver |
| Still birth Leave | <ul style="list-style-type: none"> 18 weeks parental leave for a primary caregiver 2 weeks for a secondary caregiver Access to up to 3 days compassionate leave Access to up to 3 days bereavement leave |
| Pregnancy loss leave | <ul style="list-style-type: none"> 1 week paid leave Access to up to 3 days compassionate leave |
| Premature birth leave | <ul style="list-style-type: none"> If a live birth from before 37 weeks gestation, premature birth leave can be taken from the date of birth up to what would have been 37 weeks gestation. |
| Compassionate leave | <ul style="list-style-type: none"> Access to 1 extra day of compassionate leave (3 days total) |
| NAIDOC leave | <ul style="list-style-type: none"> Up to 1 day per calendar year Access to up to 3 days compassionate leave Access up to 3 days bereavement leave |
| First Nations Ceremonial Leave | <ul style="list-style-type: none"> Up to 6 days of paid leave over 2 calendar years |
| Cultural leave | <ul style="list-style-type: none"> Up to 3 days of paid leave per calendar leave |

New allowances

Community Language Allowance

- A Community Language Allowance of \$55.02 per fortnight will be paid to ongoing and non-ongoing employees who meet certain competency requirements and are required to use their ability to communicate in braille, Auslan, or a language other than English in the course of their work.
- The rate of this allowance will increase in line with other allowances over life of the agreement

Same-day travel allowance

- A same-day travel payment will be introduced to ensure employees are not out-of-pocket for travel

Increased financial support for training

- Reimbursement available for studies assistance has increased by 50% to \$15,000
- Career Transition Payments, to support eligible employees access career transition counselling, training or financial advice has increased to \$1,000.

