



Fact sheet – Personal employees (senior)

Enhanced entitlements for senior personal employees

Under the proposed MOPS EA, entitlements for senior personal 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 most allowances
- ✓ 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
- ✓ Entitlement for all senior personal employees to a PPV or PPVA

Eligibility for a ‘one-off payment’

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.
- 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.

Classification titles

Senior personal employee classification titles have been simplified and aligned to the terminology of the MOP(S) Act.

Classification title under current MOPS EA	Classification title under new MOPS EA
Principal Adviser	Senior Adviser 5
Senior Adviser 3	Senior Adviser 4
Chief of Staff 2 Senior Media Adviser 3	Senior Adviser 3
Senior Adviser 2 Senior Media Adviser 2	Senior Adviser 2
Senior Media Adviser 1 Senior Media Adviser 1 Chief of Staff 1	Senior Adviser 1

Salary rates and pay rises

Salary rates, PSA, and some other allowances will increase by 11.2% over the 3 years of the EA.

Senior Adviser 5	Senior Adviser 4	Senior Adviser 3	Senior Adviser 2	Senior Adviser 1	As at 5 August 2023	Salary effective from 5 August 2024 4%	Salary effective from 5 August 2025 3.8%	Salary effective from 5 August 2026 3.4%
Ministerial								
Non-Ministerial					Minor Party and Presiding Officers (non- Ministerial)			
10								
9					\$272,389	\$283,285	\$294,049	\$304,047
8					\$260,648	\$271,074	\$281,375	\$290,941
7					\$248,906	\$258,862	\$268,699	\$277,835
6					\$237,164	\$246,651	\$256,023	\$264,728
5					\$225,424	\$234,441	\$243,350	\$251,624
4	7				\$213,683	\$222,230	\$230,675	\$238,518
3	6	8			\$201,945	\$210,023	\$218,004	\$225,416
2	5	7			\$190,204	\$197,812	\$205,329	\$212,310
1	4	6	9		\$184,379	\$191,754	\$199,041	\$205,808
	3	5	8		\$179,907	\$187,103	\$194,213	\$200,816
	2	4	7		\$175,706	\$182,734	\$189,678	\$196,127
	1	3	6	6	\$170,424	\$177,241	\$183,976	\$190,231
		2	5	5	\$165,003	\$171,603	\$178,124	\$184,180
		1	4	4	\$157,690	\$163,998	\$170,230	\$176,017
			3	3	\$151,591	\$157,655	\$163,646	\$169,209
			2	2	\$145,903	\$151,739	\$157,505	\$162,860
			1	1	\$140,214	\$145,823	\$151,364	\$156,510

Allowances for senior personal employees

All allowances, except for PPVA, will increase by 11.2% over the 3 years of the EA.

Allowances		As at 5 August 2023	Rate effective from 5 August 2024	Rate effective from 5 August 2025	Rate effective from 5 August 2026
Personal Staff Allowance (PSA)	Per annum	\$34,612	\$35,996	\$37,364	\$38,635
Private-Plated Vehicle Allowance	Per annum	\$25,082	\$25,082	\$25,082	\$25,082
Corporate Responsibility Allowance	Per fortnight	\$22.65	\$23.56	\$24.45	\$25.28
NEW Community Language Allowance	Per fortnight	-	\$55.02	\$57.11	\$59.05

Enhanced leave entitlements

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

Personal/carer's leave	<ul style="list-style-type: none"> • 3 extra days of per year (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 • Access to miscellaneous leave
Cultural leave	<ul style="list-style-type: none"> • Up to 3 days of paid leave per calendar leave • Access to miscellaneous 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 expenses incurred when there is no overnight stay and to better support family-friendly travel arrangements.
- **Benefits all employees who travel as directed without having an overnight stay.**
- Payment will be in the form of an allowance to cover incidental expenses and meals.
- A rate and criteria is yet to be determined.

Enhanced travel entitlements

- Annual leave credits for Excess (Canberra) Travel Leave will be automatically processed for employees.

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.