



APS bargaining: benefits

Pay

APS common term	What is it?	The improvement
APS pay outcome	A pay rise for over 160,000 employees.	<ul style="list-style-type: none"> Locked into all APS enterprise agreements after a positive vote. 11.2% over 3 years. 4% in 2024. 3.8% in 2025. 3.4% in 2026.
Approach to address pay fragmentation	The approach creates a base salary range at each APS classification from APS1 – EL2.	<ul style="list-style-type: none"> Pay fragmentation will reduce from 25% to 13%, lifting the salaries of the lowest paid APS employees. 83 different agencies will see a salary lift, benefiting almost 8,000 employees over the life of the enterprise agreement.

Flexibility

APS common term	What is it?	The improvement
Flexible working arrangements	All employees can request a flexible working arrangement.	<ul style="list-style-type: none"> Locked into all APS enterprise agreements after a positive vote. Delivers a consistent approach to flexible work arrangements for over 160,000 employees. There are no caps on the number of days you can request to work from home and your agency will consider your request based on its merits and business requirements. Flexibility applies to all roles in the agency, and different types of flexibility are suited for different roles or circumstances. Agencies must consider First Nations connection to country and cultural obligations when reviewing a change of location request.

Leave

APS common term	What is it?	The improvement
Parental leave	<p>18 weeks paid leave for the primary caregiver.</p> <p>18 weeks paid leave for the secondary caregiver by 2026–27. This will start at 8 weeks.</p> <p>Paid premature birth leave.</p> <p>Removed all qualifying periods to paid parental leave.</p>	<ul style="list-style-type: none"> Locked into all APS enterprise agreements after a positive vote. Employees in 94 agencies will get more paid parental leave for primary caregivers. Employees across the APS who are secondary caregivers will get more paid parental leave by 2026–27. Employees across the APS will get a new entitlement to premature birth leave. Employees across the APS will no longer have a qualifying period for paid parental leave.
Lactation breaks	Gives parents a break to breast feed and express milk for their baby.	<ul style="list-style-type: none"> This is a new entitlement for employees in about 85 agencies.
Personal/carers leave	18 days personal/carers leave is now the minimum amount you can get per year.	<ul style="list-style-type: none"> Employees in 10 agencies will get more personal/carers leave. The Department of Defence is one of the largest agencies to benefit, with employees getting 3 more days personal/carers leave per year.
Cultural Leave	Your agency may approve up to 3 days paid cultural leave per year for essential religious or cultural obligations.	<ul style="list-style-type: none"> Employees in about 31 agencies will get more cultural leave. This is a new entitlement for employees in about 65 agencies.
Portability of Leave	This allows leave entitlements to move with you from one job to another.	<ul style="list-style-type: none"> All APS employees can now have their personal/carers leave recognised from a non-APS agency, state or territory government on engagement.
Family and Domestic Violence support	A common, holistic approach to employees facing family and domestic violence that considers the needs of the individual.	<ul style="list-style-type: none"> This is a new entitlement for employees in about 85 agencies.
Ceremonial and NAIDOC leave for First Nations employees	<p>6 days leave that can used over 2 years for cultural and ceremonial purposes.</p> <p>1 day NAIDOC leave.</p>	<ul style="list-style-type: none"> Employees in about 29 agencies will get more ceremonial leave. Employees in about 15 agencies will get more NAIDOC leave. Employees in about 55 agencies will get a new entitlement of ceremonial leave. Employees in about 53 agencies will get a new entitlement of NAIDOC leave.