



This fact sheet provides a small snapshot of the emerging trends, points of divergence and stand out results from our data analysis of 51 public service collective agreements.

Public Service Collective Agreements

Overview of Key Findings

- The most common number of hours for full time work is 40 hours per week. Full time work of 37 hours and 55 minute per week (37.92h) was also common.
- Most agreements include provisions to support flexible working.
- There is inconsistency across public service regarding descriptions of remuneration systems, but majority include steps.
- General wellness allowances, to be used for general wellness purposes, and wellness leave are not common, but vision/eyecare allowance are. Vision allowances are typically provided from the start of employment with subsequent service-based entitlements.
- The most common *minimum* annual leave entitlement is 4 weeks, and the most common *maximum* entitlement is 5 weeks.
- Most agreements provide a minimum sick leave entitlement of 10 days, maximum entitlements are more varied.
- The most common combination of long service leave entitlements is 2 weeks after 10 years of service, with a further 1 week every 5 years thereafter.
- Parental leave entitlements are typically above statutory minimums, with the most common being a payment of 6- weeks following return from parental leave.
- Cultural leave is not common but exercising cultural consideration across other leave types (e.g., bereavement) is.

DISCLAIMER

This covers only public service collective agreements which were current and available as at 1 March 2022 including agreements which may have expired but remained in force at the time. This data was collected from collective agreements provided from departments and departmental agencies which does not include IEA terms and conditions or any internal HR policies.