

## Response to question on notice

### Questions on Notice Paper No 16

03 March 2026

### Question No. 931

**Ms Deborah Morris MLA:** To ask the Minister for Police, Fire and Emergency Services –

1. How many complaints relating to ACT Fire and Rescue were received alleging bullying, harassment, victimisation, or other inappropriate workplace behaviour in (a) 2022-2023, (b) 2023-2024, (c) 2024-2025 and (d) the 2025-2026 reporting period to date.
2. Of the complaints referred to in part (1), (a) how many were investigated, (b) what conclusions were reached, and (c) what actions were taken.
3. How many workers' compensation claims were lodged in total in (a) 2022-2023, (b) 2023-2024, (c) 2024-2025 and (d) the 2025-2026 reporting period to date.
4. Of the claims referred to in part (3), how many were for psychological injury.
5. How many times was the Employee Assistance Program accessed in (a) 2022-2023, (b) 2023-2024, (c) 2024-2025 and (d) the 2025-2026 reporting period to date.
6. What are the current policies, procedures, or legislation governing union right of-entry or workplace access for union officials to ACT Fire & Rescue sites.
7. How many instances occurred where a union official entered, or attempted to enter, an ACT Fire & Rescue worksite without complying with access requirements in (a) 2022-2023, (b) 2023-2024, (c) 2024-2025 and (d) the 2025 2026 reporting period to date.

**DR MARISA PATERSON MLA** - The answer to the Member's question is as follows:

1.
  - a) 2022-2023 = 1
  - b) 2023-2024 = 4
  - c) 2024-2025 = 9
  - d) 2025-2026 = 6.

2.

- a) The number of complaints referred to the Professional Standards Unit for investigation were 2022-2023 = 0, 2023-2024 = 1, 2024-2025 = 2, 2025-2026 = 1.
- b) All ACT Government workplace investigations and subsequent actions and/or outcomes are protected under the Information Privacy Act 2014. As such, the ACT Government is unable to comment further.
- c) All ACT Government workplace investigations and subsequent actions and/or outcomes are protected under the Information Privacy Act 2014. As such, the ACT Government is unable to comment further.

3.

- a) 2022-2023 = 24 claims lodged
- b) 2023-2024 = 32 claims lodged
- c) 2024-2025 = 30 claims lodged
- d) 2025-2026 = 18 claims lodged (reporting period to March 2026).

4.

- a) 2022-2023 = 5 psychological
- b) 2023-2024 = 5 psychological
- c) 2024-2025 = 8 psychological
- d) 2025-2026 = 3 psychological (reporting period to March 2026).

5. From the data that is readily available from Converge International who provide the ACT Government Employee Assistance Program we are able to provide how many new cases were opened by Converge International for ACT Fire and Rescue for the reporting periods (please note this can include access by ACT Fire and Rescue family members):

- a) 2022-2023 = 19
- b) 2023-2024 = 33
- c) 2024-2025 = 68
- d) 2025-2026 = 59 (reporting period to March 2026).

6. Entry to ACT Fire and Rescue workplaces is covered under several frameworks:

In order of hierarchy, these include:

- a) the *Fair Work Act 2009* (Cth);
  - i. including the Right of Entry provisions; and
  - ii. the Good Faith Bargaining provisions;
- b) the *ACT Public Sector Fire and Rescue Enterprise Agreement 2024-2026*,
- c) the *Work, Health and Safety Act 2011* (ACT); and
- d) the ACT Government Union Encouragement Policy.

Workplace access can also occur due to a request by the Union to meet, or by an invitation to attend a meeting.

7. As per the ACT Government Union Encouragement Policy, employees are to be provided with access to union officials or delegates during working hours to discuss any employment matter or seek union advice. JACS is unaware of any occurrences where a union official has entered or attempted to enter an ACT Fire & Rescue worksite, without complying with access requirements.

Approved for circulation to the Member and incorporation into Hansard.

M. Paterson

Dr Marisa Paterson MLA  
Minister for Police, Fire and Emergency Services

2/4/26

Date:

This response required 1hr 40mins to complete, at an approximate cost of \$201.49.