

Response to question on notice

Questions on Notice Paper No 16

3 March 2026

Question No. 871

Peter Cain MLA: To ask the Minister for the Public Service

1. How many ACT Public Service (ACTPS) employees were employed (headcount and Full-Time Equivalent) as of 30 June 2025, broken down by ACTPS classification levels ASO, SOG, SES and equivalents.
2. How many ACTPS employees list their primary residential postcode (as recorded in payroll or HR systems) as at 30 June 2025 as (a) within the ACT (postcodes 2600–2617 and 2900–2914), (b) within the immediate surrounding commuting region (postcodes 2620, 2621, 2582, 2622) and (c) anywhere else in Australia, including (i) totals and (ii) percentages of the total ACTP workforce, broken down by ACTPS classification levels.
3. What is the total annual wages and salaries paid to ACTPS employees in the categories of (a) primary residence within the ACT, (b) primary residence within postcodes 2620, 2621, 2582, 2622 and (c) primary residence elsewhere in Australia, broken down by ACTPS classification level.
4. How many of the ACTPS employees whose primary residence is outside the ACT region (ACT region to include those within postcodes 2620, 2621, 2582, 2622) are (a) ongoing, (b) temporary and (c) casual, broken down by ACTPS classification level.
5. What percentage of remote logins originated (a) from ACT-based IP address locations, (b) from IP address locations outside the ACT and (c) via mobile data services for employees undertaking remote work during the 2024–2025 financial year by aggregated percentage figures only (no individual-level or security-sensitive information is sought).

RACHEL STEPHEN-SMITH MLA - The answer to the Member's question is as follows:

1. ACTPS staffing numbers are reported in the State of the Service report each year. The 2024-25 State of the Service report provides total headcount and full-time equivalent (FTE) as at 30 June 2025 and can be accessed here: [State of the Service Report 2024–25](#)

2. A separate report as at 30 June 2025 cannot be accurately provided, as the system records only the most recently supplied residential address and does not capture historical address changes.

Similar questions relating the Employee residential locales were responded to in 2025 ([QON-094-Answer-CMTEDD-ACT-Public-Servants-residing-outside-of-the-ACT-LEE.pdf](#)).

3. The ability to accurately respond to this question is constrained by limitations in both residential address data and salary information held in the ACTPS payroll system (Chris21) and is outlined in the below response:

Primary residential address

Chris21 records an employee address as provided at onboarding or as subsequently updated through Employee Self-Service options. While addresses are supplied by employees, there is no indicator within the system to confirm whether the recorded address represents an employee's primary residence. As address updates are employee-initiated and have no impact on pay or entitlements, employees may retain their original onboarding address, including temporary or interstate details. As a result, recorded addresses may not reflect current residential arrangements.

Annual salaries and wages

Chris21 does not hold a single field representing "annual salaries and wages paid." Any estimate of annual salary would need to be extrapolated from an employee's classification at a specific point in time. Aggregating point-in-time classification data does not accurately represent "annual salaries and wages paid," as it does not account for employment changes throughout the year. Point-in-time classification data also does not capture work-based earnings such as overtime, penalties, or allowances, which form part of total wages paid.

Taken together, the inability to reliably identify an employee's primary residence, combined with the need to extrapolate annual salary data from point-in-time classification information, means an accurate response to this question cannot be provided.

4. The ability to accurately respond to this question is constrained by limitations in residential address data held in the ACTPS payroll system (Chris21). Further detail in relation to this is included in response 3.

It should be noted that similar questions relating the Employee residential locales were responded to in 2025 ([QON-094-Answer-CMTEDD-ACT-Public-Servants-residing-outside-of-the-ACT-LEE.pdf](#)). This response also raised issues around limitations on data accuracy.

With this in mind, the table below includes the breakdown of employees residing outside the specified ACT Region* by Employment Category. These figures are likely to be overstated due to the narrow definition of the 'immediate surrounding commuting region' specified in this question, which was limited to postcodes 2620, 2621, 2582 and 2622. Staff residing in additional postcodes within a comparable commuting distance to Canberra (2580, 2581, 2583, 2623, 2626 and 2630), totalling 294 people, have been counted in this table.

Classification Group	(a) Ongoing (Permanent)	(b) Temporary	(c) Casual
Administrative Officers	174	23	
Ambulance Officers	45		
Custodial-Correctional Officers	28		
Executive Officers		19	
Fire Brigade Officers	33		
General Service Officers & Equivalent	18		
Health Professional Officers	73	11	
Medical Officers	39	258	
Nursing Staff	85		
School Leaders	12		
Senior Officers	170	12	
Teacher	61		
Technical Officers	15		
Fewer than 10 individuals*	40	23	40
Grand Total	793	346	40

* To protect personal information and/or data that could potentially reveal an individual's identity, where fewer than 10 individuals have been identified in a classification, the results reported in aggregate.

5. Whilst IP address location data is highly accurate at a country level, location data at the region or city level within Australia is of poorer quality, with specialist sources advising a low level of accuracy. Internet Service Providers (ISP) such as Telstra, Optus, TPG often process huge quantities of traffic through a handful of major data centres that are geographically dispersed. This can lead to an IP address for the Australian Capital Territory appearing in New South Wales or an IP address for Tasmania appearing to be in Victoria as another example. This same issue is also prevalent for Mobile networks (4G, 5G) where the network architecture is often centralised to a hub point, leading to inaccurate location data.

The ACT region poses additional accuracy concerns, with a range of locations close to the border of NSW posing increased risk of the location data being incorrectly identified in NSW or the ACT and may often be tagged in a location geographically distant within NSW from the actual true access location. As an example, this leads to high probability of logs not correctly identifying a true location in Queanbeyan and instead showing Sydney as the location of access.

Because of the accuracy issues of geolocation data at a city and region level, and the specific challenges of ACT, geolocation data that is logged is not generally fit for the intended purpose of determining whether access is based from ACT or otherwise. It should also be noted that staff in ACT Government on official or personal leave who access their devices remotely will form a percentage of non-ACT detected logins, and this would not be representative of their normal location of work access. As a result, an accurate response to this question cannot be provided.

Approved for circulation to the Member and incorporation into Hansard.



**Rachel Stephen-Smith MLA
Minister for the Public Service**

Date: 31 / 3 / 26

This response required 14hrs 40mins to complete, at an approximate cost of \$1,853.51.