

Rachel Stephen-Smith MLA

Minister for Health

Minister for Mental Health

Minister for Finance

Minister for the Public Service

Member for Kurrajong

RESPONSE TO QUESTION ON NOTICE**Questions on Notice Paper No 7****16 MAY 2025****Question No. 435****PETER CAIN MLA:** To ask the Minister the Public Service

1. How many staff and contractors have exited the Payroll Capability and Human Resource Management (PC-HRM) program since October 2024.
2. What percentage of the program workforce resigned, was exited, or was not renewed within the first six months.
3. What measures were taken to assess and address psychosocial risk related to turnover, exclusion, or internal conflict.
4. What is the cumulative attrition rate on the PC-HRM Program since its inception, including both permanent staff and contractors, and what factors have contributed to these departures.

Rachel Stephen-Smith MLA - The answer to the Member's question is as follows:

1. 18 ACT Public Servants and labour hire resources have left the program since October 2024.
2. 11 per cent of program workforce (12 people) finished with the PC-HRM Program within the first six months of their commencement on the Program. There are several reasons people have finished with the program, including:
 - a. the work they were hired for was completed
 - b. taking up other employment opportunities including Federal Government or the private sector
 - c. their position was not required or funded beyond the period they were on the program
 - d. personal reasons.



3. The PC-HRM Program aligns with ACT Government WH&S policies and procedures for managing psychosocial hazards, including:
- a. ACTPS Work Health Safety and Wellbeing Policy
 - b. ACTPS Mental Wellbeing Policy
 - c. ACTPS Reporting of WHS incidents Policy
 - d. PeopleSafety, CMTEDD's WHS Management System
 - e. PeopleSafety Hazard Management 2: Psychosocial Hazards.

The PC-HRM Program is committed to creating a safe and collaborative environment for all team members and has implemented a range of measures to ensure ongoing wellbeing, including:

- a. promoting an understanding of good work¹ and an awareness of the health benefits of good work
 - b. supporting and encouraging those attempting to access the health benefits of good work
 - c. encouraging all participants to support workplace health
 - d. advocating continuous improvement.
4. The cumulative attrition rate for the PC-HRM Program since its inception for public servants, labour hire and consultants is 22 per cent. Several factors have contributed to these departures, including:
- a. completion of assigned work
 - b. leaving the ACT Government for other opportunities or promotions including in Federal Government or the private sector
 - c. performance or resource leveling to ensure continued alignment with program outcomes
 - d. personal reasons.

Approved for circulation to the Member and incorporation into Hansard.



Rachel Stephen-Smith MLA
Minister for the Public Service

Date: 24 / 6 / 25

This response required 185 minutes to complete, at an approximate cost of \$447.

¹ The *Mental Health and wellbeing: ACTPS Psychosocial health and safety reference guide* and *ACTPS Good Work and Psychosocial Health and Safety Framework* defines good work as work that is good for us – our mental wellbeing, our productivity, our health. It is work that is safe, aligns our skills with our work activities, balances our needs with those of the workplace and society, is engaging and has clear expectations for our performance that we understand.