

Response to question on notice

Questions on Notice Paper No 10

19 September 2025

Question No. 623

Mr Thomas Emerson MLA: To ask the Minister for the Public Service

How many complaints, concerns or issues have been raised in the last 12 months across the ACT Public Service about cultural safety or cultural load for Aboriginal and Torres Strait Islander public servants.

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

While individual cultural safety matters are generally managed confidentially within individual directorates and not recorded in a central system, I have been made aware of several matters through the work of the Cultural Transformation Branch (CTB) in the Office of Industrial Relations and Workforce Strategy. As noted in the Assembly, I have previously been advised about these matters in general terms and received direct feedback from individual public servants from time to time.

In response to this question, the CTB advises that since March 2024, it has provided advice and support in relation to 35 instances where Aboriginal and Torres Strait Islander employees have raised concerns about cultural safety, experiences of racism, or requested cultural guidance. In response, the CTB has facilitated culturally safe debriefing sessions, given tailored advice, and provided support to assist directorates' management of the issues.

Insights from this work have contributed to broader whole-of-government cultural safety initiatives. These include the development of cultural safety care plans, enhancements to identified recruitment processes, and targeted cultural capability uplift programs for executives and senior leaders. This work is aligned with the ACT Government's commitments under Priority Reform Three of the National Agreement on Closing the Gap and the ACT Aboriginal and Torres Strait Islander Agreement 2019-2028.

Approved for circulation to the Member and incorporation into Hansard.



Rachel Stephen-Smith MLA
Minister for the Public Service

Date: 21 / 10 / 25

This response required 1 hr 55 mins to complete, at an approximate cost of \$199.24.

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