

Meeting Schedule

APS Bargaining

Meeting 1 - Tue 21 July 2026

Opening and introductions
Logistics, guidelines, protocols and expectations
Introduction to the WR Policy 2026
Overview of APS staff survey
Proposed meeting schedule

THU 23 JULY - NO MEETING

Meeting 2 - Tue 28 July 2026

Employee assistance programs
Vaccinations
Workplace responsibility allowance
Community language allowance
Volunteer leave
Reproductive leave
Disability leave
Diversity

Meeting 3 - Thu 30 July 2026

Employment types
Recruitment and mobility
Job security
Artificial intelligence
Remote localities
Relocation assistance

Meeting 4 - Tue 4 August 2026

Flex Time
EL TOIL
Overtime and restriction
Working Hours (incl 4-day work week)
Flexible working arrangements
Regional jobs
Right to disconnect

Meeting 5 - Thu 6 August 2026

Redeployment, retraining, redundancy
Performance management
Workloads
Wellbeing
Top of the range payments
Defence Service Sick Leave
Defence Reservist Leave
Shiftwork
Respect at Work
Categorisation of central and agency-level bargaining topics

TUE 11 AUG - NO MEETING

Meeting 6 - Thu 13 August 2026

Definitions
Code of Conduct
First Nations Employment
Cultural, ceremonial, and NAIDOC leave
Gender affirmation leave
Gender equality
Technical matters
Superannuation

Meeting 7 - Tue 18 August 2026

Annual leave (includes excess and cashout)
Christmas closedown
Purchased leave
Long service leave
Portability of leave
Personal and carer's leave
Compassionate and bereavement leave
Miscellaneous leave
Public holidays
Parental leave
Re-crediting of leave
Sabbatical leave
Other leave types

Meeting 8 - Thu 20 August 2026

Pay claims
Pay fragmentation claims
Specialist remuneration
Learning and development
Professional qualifications
Study assistance
Broadbands
IFAs
Classifications and work level standards

Meeting 9 - Tue 25 August 2026

Payment of salary
Salary setting
Incremental advancement
Higher duties allowance
Allowances (including matrix)

Meeting 10 - Thu 27 August 2026

Work Health and Safety
Machinery of Government changes
Consultation (including consultative committees)
Delegate's rights
Graduates and Entry Level Pathways
Travel (including business travel)
Dispute resolution
Any other claims

TUE 1 SEP - NO MEETING

Meeting 11 - Thu 3 September 2026

Learning and development
Study assistance
Professional qualifications
Sabbatical leave
Key performance indicators
Entry level pathways (graduates)
Specialist remuneration
Travel (including business travel)
Code of conduct
Remote localities
Leave without pay
Workloads
Employee assistance programs
Jury duty
Leave to attend proceedings
Lactation and breastfeeding support
Resignation

Meeting 12 - Tue 8 September 2026

Re-crediting of leave (incl. ADF re-crediting)
Defence service sick leave
Defence reservist leave
Portability of leave
Compassionate and bereavement leave
Technical matters (incl. Parties, Operation, NES, Closed EA & dels)
Public holidays
Employment types (incl. Casual, Non-ongoing, PT and Labour hire)
Disaster support

THU 10 SEP - NO MEETING

Meeting 13 - Tue 15 September 2026

Parental leave
Relocation assistance
Vaccinations
Blood donation
Machinery of Government changes
Integrity and transparency
Recruitment and mobility
Regional Jobs
Wellbeing/Work health and safety
Respect at work
Right to disconnect

Meeting 14 - Thu 17 September 2026

Flexible working arrangements (incl. WFH)
Artificial intelligence
Job security
Consultation (including consultative committees)
Dispute resolution
Emergency response leave
Payment on death of an employee



This remains a provisional schedule and is subject to change based on feedback and the progress of bargaining.

Meeting 15 - Tue 22 September 2026
Workplace responsibility allowance
Christmas closedown
Annual leave (includes excess and cash out)
Working hours (incl 4-day work week)
Flex time
EL TOIL

THU 24 SEP - NO MEETING

TUE 29 SEP - NO MEETING

THU 1 OCT - NO MEETING

Meeting 16 - Tue 6 October 2026
EL TOIL
Superannuation (incl. PL superannuation)
IFAs

Meeting 17 - Thu 8 October 2026
Higher duties allowance
Purchased leave
Personal/carer's leave
Miscellaneous leave
Long service leave
Gender affirmation leave
Disability leave
Volunteer leave
Reproductive leave
Other leave

Meeting 18 - Tue 13 October 2026
Unions and IBRs together (1-4pm AEDT)
Commonwealth presentation:
Pay fragmentation
Pay offer
Top of the range payments
Salary advancement

Meeting 19 - Thu 15 October 2026
Bargaining parties' response:
○ Pay fragmentation
○ Pay offer
○ Top of the range payments
○ Salary advancement
Cultural, ceremonial and NAIDOC leave
First nations employment
Diversity
Anti-racism framework

Meeting 20 - Tue 20 October 2026
Allowances (incl. Matrix)
Community language allowance
Overpayments
Overtime and restriction

Salary setting
Payment of salary
Classification and work level standards (incl. broadband)

Meeting 21 - Thu 22 October 2026
Supported wage system
Family and domestic violence supports
Gender equality

TUE 27 OCT - NO MEETING

THU 29 OCT - NO MEETING

TUE 3 NOV - NO MEETING

Meeting 22 - Thu 5 November 2026
Delegate's rights
Performance management
Redeployment, retraining and redundancy
Shiftwork
Definitions

TUE 10 NOV - NO MEETING

THU 12 NOV - NO MEETING

Meeting 23 - Tue 17 November 2026
TBC

Meeting 24 - Thu 19 November 2026
TBC

TUE 24 NOV - NO MEETING

THU 26 NOV - NO MEETING

TUE 1 DEC - NO MEETING

Meeting 25 - Thu 3 December 2026
TBC

Meeting 26 - Tue 8 December 2026
TBC

Meeting 27 - Thu 10 December 2026
TBC

Meeting 28 - Tue 15 December 2026
TBC

Meeting 29 - Thu 17 December 2026
TBC

Meeting 30 - Tue 22 December 2026
TBC

THU 24 DEC - NO MEETING
TUE 29 DEC - NO MEETING
THU 31 DEC - NO MEETING

