



## REMUNERATION TRIBUNAL

### Determination 2000/05: Remuneration and Allowances for Full-time Holders of Public Office

- (i) The Remuneration Tribunal is empowered to inquire into and determine the remuneration and significantly related matters for holders of public office as defined in the *Remuneration Tribunal Act 1973*.
- (ii) Determination Number 5 of 1999 (as amended) is referred to as the Principal Determination.
- (iii) This Determination takes effect on and from the 31 March 2000. It revokes and supersedes:
  - (1) Determination 1999/08 in full;
  - (2) Determination 1998/06 in full;
  - (3) Determination 1994/27 in full; and
  - (4) Determination 1999/06 in so far as it relates to specified offices.

#### **PART A Full-Time Holders of Public Office**

- A1 Part 1 of the Principal determination is amended by replacing the existing Table 1 with the following:

**Table 1:**

Office	Basic Rate of Salary (\$) (Until 30 March 2000)	New Basic Rate of Salary (\$) (From 31 March 2000)
Chair, Australian Competition and Consumer Commission	173,900	179,500
Managing Director, Australian Broadcasting Corporation	164,600	169,900
Managing Director, Australian Trade Commission (AUSTRADE)	164,600	169,900
Commissioner, Australian Federal Police	164,600	169,900
Chairperson, Australian Communications Authority	152,200	157,100
Chairperson, Australian Broadcasting Authority	152,200	157,100
Chairperson, Aboriginal and Torres Strait Islander Commission, (ATSIC) Board of	152,200	157,100

<b>Office</b>	<b>Basic Rate of Salary (\$)</b> (Until 30 March 2000)	<b>New Basic Rate of Salary (\$)</b> (From 31 March 2000)
Commissioners		
Chief Executive Officer, Australian National Training Authority (1)	152,200	157,100
Chairperson, Productivity Commission	152,200	157,100
Commonwealth Ombudsman	152,200	157,100
First Parliamentary Counsel	152,200	157,100
Managing Director, Health Insurance Commission	152,200	157,100
President, Human Rights and Equal Opportunity Commission (2)	152,200	157,100
Director-General, Australian Security Intelligence Organisation (3)	152,200	157,100
Chief Executive Officer, National Office of the Information Economy (4) (5)	152,200	157,100
Deputy Chair, Australian Competition and Consumer Commission	144,100	148,700
Chairperson, Commonwealth Grants Commission	144,000	148,700
Chief Executive Officer, ATSI	144,100	148,800
Associate Director of Public Prosecutions	144,100	148,800
Chairperson, Council for Aboriginal Reconciliation	144,100	148,800
Chief of Navy	144,100	148,800
Chief of Army	144,100	148,800
Chief of Air Force	144,100	148,800
Vice-Chief of the Defence Force	144,100	148,800
Deputy Managing Director, AUSTRADE	144,100	148,800
Director-General, Office of National Assessments	144,100	148,800
Executive Director, Australian Nuclear Science and Technology Organisation	144,100	148,800
Executive Director, Special Broadcasting Service (6)	144,100	148,800
Inspector-General of Intelligence and Security	144,100	148,800
Member, National Crime Authority	144,100	148,800
Second Commissioner of Taxation	144,100	148,800
Chief Executive Officer, Australian Maritime Safety Authority	144,100	148,800
Chief Executive Officer, Australian Film Finance Corporation	140,600	145,100
Commissioner, Australian Competition and	136,500	140,900

<b>Office</b>	<b>Basic Rate of Salary (\$)</b> (Until 30 March 2000)	<b>New Basic Rate of Salary (\$)</b> (From 31 March 2000)
Consumer Commission		
Managing Director, Australian Tourist Commission	136,500	140,900
Administrator of the Northern Territory	129,900	134,100
Director, Australian Institute of Criminology	129,900	134,100
Australian Electoral Commissioner	129,900	134,100
Deputy Chair, Productivity Commission	129,900	134,100
Deputy Chair, Australian Communications Authority	129,900	134,100
General Manager, Australia Council	129,900	134,100
Head of the Office of Indigenous Policy	129,900	134,100
Chief Executive Officer, Australian Radiation Protection and Nuclear Safety Agency	129,900	134,100
Deputy President, Repatriation Commission	129,900	134,100
Chief Executive Officer, Australia New Zealand Food Authority (7)	125,500	129,600
Deputy Chairperson, Australian Broadcasting Authority	125,500	129,600
Chair, Australian Research Council	125,500	129,600
Chief Executive Officer, Comcare	125,500	129,600
Commissioner, Productivity Commission (8)	125,500	129,600
Commissioner for Superannuation	125,500	129,600
Director, National Gallery of Australia (9)	125,500	129,600
Director, National Parks and Wildlife	125,500	129,600
Director, Australian Transaction Reports and Analysis Centre	125,500	129,600
Director, Australian War Memorial	125,500	129,600
Executive Member, National Council for the Centenary of Federation (10)	125,500	129,600
Director-General, National Library of Australia	125,500	129,600
Employment Advocate	125,500	129,600
Associate Member, Australian Communications Authority	125,500	129,600
Member, Australian Communications Authority (11)	125,500	129,600
Executive Director, Australian Sports Commission (12)	125,500	129,600
Managing Director, Defence Housing Authority	125,500	129,600
Chief Executive Officer, National Registration	125,500	129,600

<b>Office</b>	<b>Basic Rate of Salary (\$)</b> (Until 30 March 2000)	<b>New Basic Rate of Salary (\$)</b> (From 31 March 2000)
Authority for Agricultural & Veterinary Chemicals		
Principal Member, Migration Review Tribunal	125,500	129,600
Principal Member, Refugee Review Tribunal	125,500	129,600
Privacy Commissioner	125,500	129,600
Second Parliamentary Counsel	125,500	129,600
Chief Executive, Office for Government On- Line	125,500	129,600
Director, National Museum of Australia	125,500	129,600
Member, Australian Broadcasting Authority	115,800	119,600
Director, Australian Film Television and Radio School	115,800	119,600
Chairman, Great Barrier Reef Marine Park Authority	115,800	119,600
Director, Australian Centre for International Agricultural Research	115,800	119,600
Director, Australian Institute of Family Studies	115,800	119,600
Director, Australian Institute of Health and Welfare	115,800	119,600
Director, Australian Institute of Marine Science	115,800	119,600
Chairperson, Indigenous Land Corporation (13)	115,800	119,600
Chief Executive, National Capital Authority (14)	115,800	119,600
Director, Classification Board	115,800	119,600
Disability Discrimination Commissioner	115,800	119,600
Associate Commissioner, Productivity Commission (15)	115,800	119,600
Managing Director, Film Australia Limited	115,800	119,600
Chief Executive Officer, National Road Transport Commission	115,800	119,600
Human Rights Commissioner	115,800	119,600
Race Discrimination Commissioner	115,800	119,600
Sex Discrimination Commissioner	115,800	119,600
Chief Executive Officer, National Occupational Health and Safety Commission (16)	115,800	119,600
Deputy Commonwealth Ombudsman	115,800	119,600
Aboriginal and Torres Strait Islander Social Justice Commissioner	115,800	119,600

<b>Office</b>	<b>Basic Rate of Salary (\$)</b> (Until 30 March 2000)	<b>New Basic Rate of Salary (\$)</b> (From 31 March 2000)
Director, Professional Services Review	115,800	119,600
Director, Australian National Maritime Museum	112,200	115,800
Director of Safeguards	110,300	113,900
Administrator, Christmas and Cocos (Keeling) Islands (17)	106,700	110,200
Australian Deputy Electoral Commissioner	104,900	108,300
Official Secretary to the Governor-General	104,900	108,300
Director, Australian Institute of Sport	104,000	107,400
Principal, Australian Institute of Aboriginal and Torres Strait Islander Studies	104,000	107,400
Deputy Director, Classification Board	104,000	107,400
Private Health Insurance Ombudsman	104,000	107,400
Deputy Principal Member, Refugee Review Tribunal	104,000	107,400
Commissioner, Repatriation Commission	104,000	107,400
Chairperson, Superannuation Complaints Tribunal	104,000	107,400
Director, ATSIC Office of Evaluation and Audit (18)	104,000	107,400
Director of Affirmative Action	104,000	107,400
National Convenor, Social Security Appeals Tribunal	104,000	107,400
Principal Member, Veterans' Review Board	104,000	107,400
Executive Director, National Standards Commission	104,000	107,400
Administrator, Torres Strait Regional Authority (19)	95,100	98,200
Australian Electoral Officer for New South Wales	95,100	98,200
Australian Electoral Officer for Victoria	95,100	98,200
Chairperson, Torres Strait Regional Authority (20)	95,100	98,200
Counsellor (Category 1), Australian Research Council	95,100	98,200
Deputy Chairperson, ATSIC Board of Commissioners (21)	95,100	98,200
Chief Executive Officer, Australian Sports Drug Agency	95,100	98,200
Director, Chemicals Notification and Assessment	95,100	98,200
Managing Director, Frontline Defence	95,100	98,200

<b>Office</b>	<b>Basic Rate of Salary (\$)</b> (Until 30 March 2000)	<b>New Basic Rate of Salary (\$)</b> (From 31 March 2000)
Services (AAFCANS)		
Member, Australian Film Commission	95,100	98,200
General Manager, Aboriginal Hostels Ltd	95,100	98,200
Australian Electoral Officer for Queensland	84,400	87,200
Executive Officer, National Environment Protection Council Service Corporation	84,400	87,200
Director, Private Health Insurance Administration Council	84,400	87,200
Senior Member, Migration Review Tribunal	84,400	87,200
Senior Member, Refugee Review Tribunal	84,400	87,200
Deputy Chairperson, Superannuation Complaints Tribunal	84,400	87,200
General Manager, Torres Strait Regional Authority (22)	84,400	87,200
Director of War Graves	84,400	87,200
Senior Member, Social Security Appeals Tribunal (23)	84,400	87,200
Australian Electoral Officer for South Australia	75,300	77,800
Australian Electoral Officer for Western Australia	75,300	77,800
Member, Migration Review Tribunal	75,300	77,800
Chairman (full-time), Northern Land Council	75,300	77,800
Commissioner, ATSIC Board of Commissioners (24)	75,300	77,800
Member, Refugee Review Tribunal	75,300	77,800
Senior Member, Veterans' Review Board	75,300	77,800
Administrator, Norfolk Island (25)	75,300	77,800
Australian Electoral Officer for the Northern Territory	68,000	70,200
Australian Electoral Officer for Tasmania	68,000	70,200
Chairperson, ATSIC Regional Council (26)	68,000	70,200
Member, Veterans' Review Board	68,000	70,200
Regional Council Administrator, ATSIC (27)	68,000	70,200
Senior Classifier, Classification Board	68,000	70,200
Chairman, (full-time) Central Land Council	65,800	68,000
Social Security Appeals Tribunal: (28)		
Member in charge of a Large Registry	63,000	65,100
Member in charge of a Medium Registry	59,400	61,400
Member in charge of a Small Registry	58,200	60,100

Office	Basic Rate of Salary (\$) (Until 30 March 2000)	New Basic Rate of Salary (\$) (From 31 March 2000)
Member	53,600	55,400
Classifier, Classification Board	53,600	55,400

A2 The following footnotes shall replace those currently accompanying Table 1:

1. While occupied by Ms M Scollay, the provisions of Part 2 shall apply in lieu of Part 4 from the date of her appointment.
2. For the holder of the office of President appointed on a permanent part-time basis, salary and office holder supplement specified in Part 5 shall be payable on a pro-rata basis in accordance with the proportion of full-time hours worked subject to the employment being at least half the full-time rate.
3. The Director-General of the Australian Security and Intelligence Organisation shall receive an office holder supplement of \$20,000 in lieu of that otherwise payable under Part 5, with effect on and from 29 July 1999.
4. Loading of \$20,000 in addition to the basic rate per annum of salary, whilst occupied by Dr Paul Twomey with performance based remuneration of up to 15% of the basic rate of salary payable in accordance with Part 4.2.
5. A loading of 20% shall be provided under Part 2 whilst occupied by Dr Paul Twomey.
6. Loading of 15% additional to the basic rate per annum of salary, whilst occupied by Mr Nigel Milan, effective from date of appointment.
7. Loading of 5% additional to basic rate per annum of salary, whilst occupied by Mr I Lindenmayer, effective from date of appointment.
8. For the holder of an office of Commissioner appointed on a permanent part-time basis, salary and the office-holder supplement specified in Part 5 shall be payable on a pro-rata basis in accord with the proportion of full-time hours worked subject to the employment being at least half of the full-time rate.
9. In addition to basic salary a recruitment and relocation loading of \$25,800 per annum to be paid to Mr B Kennedy from date of his appointment.
10. Payable on a pro rata basis in accord with the proportion of full-time hours worked, subject to the employment being at least half of the full-time rate.
11. Travelling allowance rates and conditions in accordance with Part 6.1
12. Loading of 10% additional to basic rate per annum of salary, whilst occupied by Mr J Ferguson.
13. If appointed on a part-time basis, the Chair of the Indigenous Land Corporation may be paid base salary and the office holder

supplement specified in Part 5 on a pro-rata basis in accordance with the hours worked, with effect on and from 24 September 1999.

14. In addition to basic salary a loading of \$21,000 per annum to be paid to Ms A Pegrum from date of her appointment.
15. For the holder of an office of Associate Commissioner appointed on a permanent part-time basis, salary and the office-holder supplement specified in Part 5 shall be payable on a pro rata basis in accord with the proportion of full-time hours worked subject to the employment being at least half of the full-time rate.
16. Remuneration of \$129,600 per annum and the office-holder supplement specified in Part 5 as pertaining to that level shall be payable to Mr Alan Rowe from date of his appointment.
17. Travelling Allowance of \$245 per overnight stay in Sydney, \$210 per overnight stay in any other capital city and \$175 per overnight stay in other than a capital city shall be payable. Other conditions of travel are as per Part 6.1(b) to (g).
18. Travelling Allowance of \$245 per overnight stay in Sydney, \$210 per overnight stay in any other capital city and \$175 per overnight stay in other than a capital city shall be payable. Other conditions of travel are as per Part 6.1(b) to (g).
19. Travelling Allowance of \$245 per overnight stay in Sydney, \$210 per overnight stay in any other capital city and \$175 per overnight stay in other than a capital city shall be payable. Other conditions of travel are as per Part 6.1(b) to (g).
20. Travelling Allowance of \$245 per overnight stay in Sydney, \$210 per overnight stay in any other capital city and \$175 per overnight stay in other than a capital city shall be payable. Other conditions of travel are as per Part 6.1(b) to (g).
21. Travelling Allowance rates and conditions in accordance with Part 6.1.
22. Travelling allowance of \$245 per overnight stay in Sydney, \$210 per overnight stay in any other capital city and \$175 per overnight stay in other than a capital city. Other conditions of travel are as per Part 6.1(b) to (g).
23. Salary and the office-holder supplement specified in Part 5 shall be payable on a pro rata basis in accord with the proportion of full-time hours worked subject to the employment being at least half of the full-time rate.
24. Travelling Allowance rates and conditions in accordance with Part 6.1.
25. First class or business class travel, whichever is available, within Australia, with travelling allowance of \$245 per overnight stay in Sydney, \$210 per overnight stay in any other capital city and \$175 per overnight stay in other than a capital city. Other conditions of travel are as per Part 6.1 (b) to (g).
26. Travelling allowance of \$245 per overnight stay in Sydney, \$210 per overnight stay in any other capital city and \$175 per overnight stay in other than a capital city. Other conditions of travel are as per Part 6.1 (b) to (g).
27. Travelling allowance of \$245 per overnight stay in Sydney,

\$210 per overnight stay in any other capital city and \$175 per overnight stay in other than a capital city. Other conditions of travel are as per Part 6.1 (b) to (g).

28. Salary and the office-holder supplement specified in Part 5 shall be payable on a pro rata basis in accord with the proportion of full-time hours worked subject to the employment being at least half of the full-time rate.

**Part B Non-Tenured Remuneration**

- B1 Part 2 of the Principal Determination is amended by replacing clause 2.1 with the following:

"The holder of an office with a basic rate of salary of \$148,800 or more who:

(a) immediately before being appointed to their current position was employed by the Commonwealth (from now on referred to as 'their former employment'), and

(b) under their former employment, would have preferential rights to take-up or return to full-time employment under a law of the Commonwealth at the end of the term for their current position, and

(c) has taken some action to forego those preferential rights,

is entitled to be paid a loading of 15% of the basic rate per annum of salary, from the date that they took action to forego the preferential rights."

**Part C Performance Remuneration**

- C1 Part 4 of the Principal Determination is amended by replacing the existing clause 4.2 with the following:

"The amount of performance remuneration to be paid (up to the specified maximum) must be assessed by the Board or Council of the relevant authority in accordance with criteria that is consistent with the 'Performance Remuneration Guidelines' advised by the Remuneration Tribunal from time to time. A determination of the Remuneration Tribunal is required to provide agencies authority to pay under this Part."

**Part D Office-Holder Supplement**

- D1 Part 5 of the Principal Determination is amended by replacing the existing salary ranges at 5.2 with the following:

<b>"Basic Rate of Salary within the Range of:</b>	<b>Supplementary Remuneration:</b>
\$140,900 - 179,900	\$11,500
\$113,900 - 140,899	\$8,500
\$70,200 - 113,899	\$5,750
\$0 - 70,199	\$4,500"

**Part E Travelling Allowance**

- E1 Clause 6.1 of the Principal Determination is amended by adjusting the existing reference to a basic rate of salary of "\$129,900 or more" and replacing it with "\$134,100 or more".

- E2 Clause 6.2 of the Principal Determination is amended by adjusting the

existing reference to a salary range of "\$75,300 and \$125,500" and replacing it with "between \$70,201 and \$134,099".

- E3 Clause 6.3 of the Principal Determination is amended by adjusting the existing reference to a salary range of "at or below \$68,000" and replacing it with "at or below \$70,200".


Signed this 30<sup>th</sup> day of May 2000.



Richard G Humphry AO  
PRESIDENT



John C Conde AO  
MEMBER



Janet Grieve  
MEMBER